

**POLICY NO. AI-016
WORKPLACE VIOLENCE PREVENTION**

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Related BPS Procedures

- [Procedure #110](#) – Workplace Violence Prevention

1.0 Preamble

1.1 WHEREAS subsection 31(1) of the ***Police Services Act*** provides that a Board is responsible for the provision of Police Services and for Law Enforcement and Crime Prevention in the Municipality and shall:

- 1.1.1 Generally determine after consultation with the Chief of Police, objectives and priorities with respect to the Police Service in the Municipality;
- 1.1.2 Establish priorities for the effective management of the Police Service, and
- 1.1.3 Direct the Chief of Police and monitor their performance.

1.2 AND whereas ***O. Reg. 3/99*** prescribes standards for adequacy and effectiveness of Police Services.

2.0 Definitions

2.1 **Board** – shall mean the Barrie Police Services Board.

2.2 **Chief** – shall mean the Chief of Police.

2.3 **OHSA** – the acronym for the ***Ontario Health & Safety Act***.

3.0 Application

3.1 The employer obligations set out in the ***OHSA*** in relation to Workplace Violence apply to Police Services. This includes violence that Police Members could encounter during their work as a result of interactions with the public, between Members or from persons who have a personal relationship with Members.

3.2 Police Members work in many diverse environments and under a variety of conditions. Employers are required under the **OHSA** to protect their Members from Workplace Violence in all Police workplaces, including those beyond Police facilities.

4.0 Policy

4.1 The objective of Workplace Violence Prevention is to ensure that Members have and feel they have a safe working environment, both physically and psychologically.

4.2 Where Workplace Violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.

4.3 It is the policy of the Board with respect to Workplace Violence Prevention that the Chief will:

4.3.1 Prepare procedures with respect to Workplace Violence and develop and maintain a program to implement the policy in accordance with **OHSA**.

4.3.2 Establish procedures on responding to and preventing violence in the workplace, and

4.3.3 Ensure that all Members receive training on Workplace Violence Prevention.

Dated this _____ day of _____, 20__.

Board Chair

Board Administrator