

WORKPLACE VIOLENCE PREVENTION

Approval Authority	President
Responsible Executive	Human Resources, Occupational Health & Safety Office
Related Policies / Legislation	Board policy direction Values and Ethics (BPD-201) Board Policy on Harassment, Discrimination & Physical or Emotional Abuse Prevention & Resolution (BRP-201.02)

PURPOSE

The University of the Fraser Valley is committed to establishing and maintaining a violence-free workplace and to ensuring appropriate and effective responses if threats or acts of violence do occur.

POLICY

The University of the Fraser Valley prohibits all acts of workplace violence. The university is committed to establishing and maintaining a violence prevention program that is in accordance with the Workers Compensation Act and the Occupational Health and Safety Regulation and will include but is not limited to:

- providing education, information and training on issues of workplace violence to supervisors and employees;
- taking necessary preventive and corrective action, including the investigation of reported incidents of violence and carrying out regular risk assessments; and,
- providing appropriate support for victims.

The university requires all employees to work in compliance with this policy and with the controls and procedures developed to support it. All employees are responsible for taking safe and effective steps to prevent or stop violence when it happens, and for not themselves engaging in violent behavior. Supervisors are also responsible for ensuring employees have information necessary to protect themselves, and that employees adhere to measures and procedures developed to prevent workplace violence.

The university recognizes that requirements for risk assessment, procedures and policies, the duty to respond to incidents and to instruct employees are based on the recognition of violence in the workplace as an occupational hazard. This hazard is to be addressed by the occupational health and safety program following the same procedures required by the Occupational Health and Safety Regulation and developed by the Occupational Health and Safety Office to address other workplace hazards.
