

# Workplace Violence Prevention

## Health and Safety Guideline

**GU.FAC.012 - Version 1.1** Workplace Violence Prevention

**For:** Team Leaders, Caretakers, and Trades

**Approved by FS Leadership Team:** March 6, 2013

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## Introduction

The Toronto District School Board is committed to providing a work environment that is safe and free of workplace violence and one in which all people respect one another and work together to achieve common goals.

A **work environment** or **workplace** is any place where employees perform work or work-related duties or functions, including at Board-sanctioned social events.

### Definitions

- **Workplace violence** is (i) the exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker; (ii) an attempt to exercise physical force against a worker in a workplace that could cause physical injury to the worker; or (iii) a statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a workplace that could cause physical injury to the worker.

- Workplace violence is different from workplace harassment. **Workplace harassment** means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. For information on workplace harassment, see [Policy 034 EMP: Workplace Harassment](#).

## In the event of workplace violence

If you experience workplace violence, report it immediately to your Team Leader or supervisor. The Board will take every precaution reasonable in the circumstances to protect a worker.

For more information or answers to your questions, please contact your Team Leader.

## Related Documents

- [Policy 034 EMP: Workplace Harassment](#)
- [Policy 072 EMP: Workplace Violence Prevention](#)