



Workplace Violence Prevention Policy (P072), Phase 1 – Annual Review

To: Governance and Policy Committee

Date: 20 March, 2024

Report No.: 03-24-4679

Strategic Directions

- Transform Student Learning
- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being
- Embed the Truth and Reconciliation Commission of Canada: Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples in policies, bylaws and Board governance structures

Recommendation

It is recommended that the Policy Review Work Plan for the Workplace Violence Prevention Policy (P072), as presented in this report, be approved.

Context

The Workplace Violence Prevention Policy (P072) (the “Policy”) (see Appendix A) was last revised on March 8, 2023 and is being reviewed in accordance with the Policy Review Schedule and the *Occupational Health and Safety Act*, which requires school boards to review their policies related to occupational health and safety annually.

In accordance with the Board’s Policy Development and Management Procedure (PR501), section 6.17: “policies that are mandated by legislation to be reviewed on an annual basis may undergo a simplified review process annually and a complete process every four years (e.g., Occupational Health and Safety Policy, Workplace Violence

Prevention Policy, etc.). Annual review policies are still expected to undergo a regular review process every four (4) years which includes public consultations. The regular review of the Workplace Violence Prevention Policy (P072) will be completed this 2023-2024 school year.

The Policy Review Work Plan (see Appendix B) for the Workplace Violence Prevention Policy (P072) is being provided for the Committee's review and approval.

Action Plan and Associated Timeline

Subject to approval of the Policy Review Work Plan by the Board of Trustees, staff will initiate public consultations and conduct the policy review in accordance with the Policy Review Work Plan.

Following public consultations, the draft revised Policy will be presented to the Governance and Policy Committee in September 2024, and subsequently, to the Board of Trustees for final approval.

Resource Implications

No additional resources will be required for revisions to this Policy.

Communications Considerations

Following Board approval, the Policy will be communicated and implemented in accordance with the Policy Review Work Plan.

Board Policy and Procedure Reference(s)

- Equity Policy (P037)
- Human Rights Policy (P031)
- Occupational Health and Safety Policy (P048)
- Workplace Harassment Prevention for Non-Human Rights Code Harassment Policy (P034)
- Workplace Harassment Prevention and Human Rights Procedure (PR515)

Appendices

- Appendix A: Workplace Violence Prevention Policy (P072) – Current Policy
- Appendix B: Policy Review Work Plan

From

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