



## **P072, Workplace Violence Prevention Policy: Annual Review**

**To:** Governance and Policy Committee

**Date:** 8 January, 2020

**Report No.:** 01-20-3802

### **Strategic Directions**

- Create a Culture for Student and Staff Well-Being

### **Recommendation**

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

### **Context**

The Workplace Violence Prevention Policy (P072) (the “Policy”) was last reviewed on March 20, 2019 with no substantial changes, and last revised on April 18, 2018 to align with the amendments to the *Occupational Health and Safety Act*.

The *Occupational Health and Safety Act* 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.). Under the simplified process, the policy may be exempted from consultation requirement if no substantive changes to the policy are being proposed”.

Upon reviewing the governing legislation and other school board policies, no substantial changes are being recommended to the current Policy. It is therefore proposed that the simplified review process be applied. Appendix A outlines the housekeeping changes being recommended to the Policy.

In compliance with the *Occupational Health and Safety Act*, the Workplace Violence Prevention Policy (P072) is being provided for the Committee’s review and approval.

## **Action Plan and Associated Timeline**

Subject to the Governance and Policy Committee's approval, the Policy will be presented to the Board of Trustees on February 5, 2020 for final approval.

## **Resource Implications**

No additional resources will be required for the review of this Policy.

## **Communications Considerations**

Following Board approval, the Policy will be posted on the Board's public website. In addition, a message will be circulated to the System Leaders' Bulletin instructing site management and school principals throughout the TDSB system to post the Policy in a conspicuous location within their workplace.

## **Board Policy and Procedure Reference(s)**

- Employee Accident or Injury Procedure (PR659)
- Equity Policy (P037)
- Human Rights Policy (P031)
- Occupational Health and Safety (P048)
- Respectful Learning and Working Environment Policy (P073)
- Workplace Harassment Prevention Policy (P034)
- Workplace Harassment Procedure (PR515)

## **Appendices**

- Appendix A: Workplace Violence Prevention Policy (P072) –Track Changes

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