



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

**To:** Governance and Policy Committee

**Date:** 28 April, 2021

**Report No.:** 04-21-4084

### **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

### **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”) 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.). 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.

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 May 26, 2021 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 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)**

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

## **Appendices**

- Appendix A: Workplace Violence Prevention Policy (P072) – Revised with Track Changes
- Appendix B: Workplace Violence Prevention Policy (P072) – Revised Clean

## **From**

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