



Sarnia Police Services Board Policy

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Subject: Workplace Violence Prevention	Effective Date:
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Approved By: Board Chair	Signature: <i>Paul Wiersma</i>

A Legislative/Regulatory Requirements

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by **Section 10** of the *CSPA*.

Subsection 38 (2) of the *CSPA* provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing.

The *Occupational Health and Safety Act* sets out the health and safety policies and procedures for employers to follow to prevent and manage safety hazards, including workplace violence and harassment in the workplace.

B Application

1. The employer obligations set out in the *OHS Act* in relation to workplace violence apply to police services. This includes violence that police personnel could encounter during their work as a result of interactions with the public, between workers or from persons who have a personal relationship with workers.

Police personnel work in many diverse environments and under a variety of conditions. Employers are required under the *OHS Act* to protect police personnel from workplace violence in all police workplaces, including those beyond police facilities.

C Policy Statement

1. The Sarnia Police Service Board is committed to providing a work environment, which encourages mutual respect and preserves personal dignity. It affirms that all members have the right to work in an environment that is free from discrimination, including harassment and violence; therefore it is the policy of this Board to ensure any threat or actual workplace violence/harassment is thoroughly investigated and addressed.

D Board Policy

1. The objective of workplace violence prevention is to ensure that employees have and feel they have a safe working environment, both physically and psychologically.
2. Where workplace violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.
3. To this end, the Chief of Police will:
 - (a) Prepare procedures with respect to workplace violence, and develop and maintain a program to implement the policy, in accordance with the **OHSA**;
 - (b) Establish procedures on responding to and preventing violence in the workplace;
 - (c) Ensure that all members receive training on workplace violence prevention which includes training on diversity and human rights, the Police Service's policies and procedures in relation to reporting and addressing workplace discrimination, violence and harassment are reviewed by all members.
4. The Chief of Police will make a written report to the Board immediately following:
 - (a) Any employment practices in which the procedures with respect to discrimination and workplace violence/harassment prevention were not followed; and
 - (b) In any other circumstance where, in the opinion of the Chief, there is a significant issue or potential liability to the Board or the Service as a result of a workplace violence/harassment event.
5. The Chief of Police will provide statistical information in the annual report with respect to incidents of workplace violence/harassment.