

## VIOLENCE IN THE WORKPLACE

### Background

The District recognizes that employees are to be assured of a safe working environment but must place the needs and safety of students at the highest priority; however, no employee shall be required to jeopardize his/her own health or safety in the exercise of that duty.

The District's objective is to provide a safe, caring environment for students and staff, and not expose employees to any greater danger than necessary in exercising their duty of care.

### Procedures

1. Should an employee find himself/herself in a confrontational or threatening situation involving a student, parent, or any other person, he/she is to attempt to remove students from that danger, after which he/she must immediately notify a supervisor, or call himself/herself, the police, and remove himself/herself from the threatening situation.

*Reference: Sections 20, 22, 65, 85, 177 School Act  
Workers' Compensation Act  
Occupational Health and Safety Regulation*

*SD No. 40 (New Westminster)*

*Adopted: May 30, 2017*

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