

- <http://decisions.fct-cf.gc.ca/fc-cf/decisions/en/item/53428/index.do>

Workplace Violence Prevention

Workplace Violence

Any action, conduct, threat or gesture of a person towards an employee in or near their workplace that can reasonably be expected to cause harm, injury or illness to that employee

How would you define
workplace?

Workplace

- Any area where an employee is making a delivery for the employer
- Any location where an employee is providing a service under the employer's direction
- Any mode of transportation where the employee is traveling in the course of business

Workplace

- NOT – parking lots not controlled by the employer
- modes of transportation outside of working hours
- locations hosting non-mandatory recreational activities sponsored by the employer (i.e. company picnic).

Examples of Workplace Violence

Verbal/Psychological assault
swearing, screaming, threats, name-
calling, belittling, intimidation,
rumours, gossip and innuendo, trivial
fault finding

Physical or sexual
assault

hitting, unwanted touching,
pushing

Physically blocking a person
from leaving

Differences Between Bullying and Harassment

Surveys

What do you think are employee responsibilities for preventing violence in the workplace?

- Reading and becoming familiar with the workplace policy on violence prevention in the workplace
- Use the legislation available, and hold the employer accountable when they are not meeting their obligations
- Conducting myself in a manner that does not contribute to workplace violence in the workplace
- Identifying and reporting potential situations or occurrences of violence