



# VICTORIA UNIVERSITY

IN THE UNIVERSITY OF TORONTO

## WORKPLACE VIOLENCE POLICY

Workplace violence is the exercise or attempted exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; or a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, or that could cause physical injury to the worker.

The management of Victoria University is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps that are reasonable to protect our workers from workplace violence.

Violent behavior in the workplace is unacceptable from anyone. This policy applies to all staff, visitors, contractors, students or members of the public. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

Violence in the workplace is more than physical assault, it is any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. Any acts of violence will not be tolerated and appropriate disciplinary and/or legal action will be taken according to the circumstances.

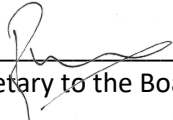
There is a workplace violence prevention program that reinforces this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns.

Victoria University, as the employer, will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats.

Management pledges to investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.

  
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Secretary to the Board of Regents

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January 26, 2023  
Date

Approved by the Executive Committee of the Board of Regents, June 3, 2022  
Reviewed by SAM, December 13, 2022  
Reviewed by the Board of Regents January 26, 2023