

VIOLENCE IN THE WORKPLACE

New Policy & Prevention Plan Requirements

2024 SARM ANNUAL CONVENTION March 13, 2024

THE SASKATCHEWAN EMPLOYMENT (PART III) AMENDMENT ACT, 2022



Violence
Prevention



Additional
Workplace
Investigations



Violence
Policies

DEFINING “VIOLENCE”

Section 3-26 of *The Occupational Health and Safety Regulations* defines violence as:

“the attempted, threatened or actual conduct of a **person** that causes or is likely to cause injury, and includes any threatening statement or behaviour that gives a **worker** reasonable cause to believe that the **worker** is at risk of injury.”

WORKPLACE VIOLENCE POLICIES

Saskatchewan government has legislated that by **May 17, 2024**, all employers must have a policy that includes:

- 1 A commitment to minimize or eliminate risk
- 2 Identification of worksites
- 3 Identification of staff positions
- 4 Procedure to inform workers of the nature & extent of the risk from violence



WORKPLACE VIOLENCE POLICIES

5 Actions to minimize or eliminate risk

7 Documenting & investigation procedure

9 Commitment to training

6 Violent incident reporting procedure

8 Recommendations for post-incident counseling or consultation with physician

RISK ASSESSMENT

Gather
info

Create
“snapshots”

Expand
your
review

Conduct a
comparison

Use
results

DRAFTING YOUR VIOLENCE POLICY & PREVENTION PLAN

- 1 Review the guidance available on the SARM website
- 2 Conduct a risk assessment specific to your municipality's operations
- 3 Tailor the resources to create a policy that meets your organization's unique needs



WORKPLACE VIOLENCE TRAINING

Employers will need to train workers on workplace violence

Must include:

- Means to recognize potentially violent situations
- Procedures, work practices, administrative arrangements & engineering controls
- Appropriate response to incidents of violence
- Reporting procedures





THANK YOU

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