

Providence Care

Workplace Violence Prevention and the Code of Conduct

Providence
Care
has developed a
**Workplace
Violence
Prevention
Policy and Procedure
(#ADM-HS-26)**

to address workplace violence
and harassment.

Providence Care's
Code of Conduct (#ADM-HR-3)
also addresses workplace harassment.

*These policies and procedures are posted
on the Joint Health & Safety Board at each
site as well as Providence Care's Policy and
Procedure Intranet pages.*

Living Our Values:

Stewardship

Compassion

Respect &

Dignity

Together these policies outline:

- ◇ How to get immediate assistance when workplace violence occurs or is likely to occur;
- ◇ How and where to report incidents of workplace violence/harassment;
- ◇ How Providence Care will investigate and deal with incidents or complaints;
- ◇ How Providence Care will assess the risk of workplace violence that may arise from the nature of the workplace, type of work, or conditions of work; and
- ◇ Measures that will be taken to control risks identified in the risk assessment.

Providence Care will lead the way in compassion and discovery.

Workplace Violence Prevention and the Code of Conduct

Providence Care's **Workplace Violence Prevention Policy**, and **Bill 168** which makes amendments to the Ontario Occupational Health and Safety Act (OHSA), define workplace violence and workplace harassment as well as make the following commitment with regards to domestic violence:

Workplace Violence

- ◇ The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- ◇ An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or
- ◇ A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Workplace Harassment

- ◇ Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.
- ◇ Workplace harassment may include bullying, intimidating or offensive jokes or innuendos, displaying or circulating offensive pictures or materials, or offensive or intimidating phone calls.

Domestic Violence

- ◇ If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances to protect the worker.

Providence Care is committed to creating and maintaining an environment that is healthy and safe, and where the dignity and worth of all personnel is respected.