## WORKPLACE VIOLENCE POLICY STATEMENT

[Organization Name] is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

The Nova Scotia Occupational Health and Safety Act defines workplace violence as threats, including a threatening statement or threatening behaviour that gives an employee reasonable cause to believe that the employee is at risk of physical injury. Or, conduct or attempted conduct of a person that endangers the physical health or physical safety of an employee

Violent behavior in the workplace is unacceptable from anyone. This policy applies to all those working for the organization including front line workers, contract service providers, managers, officers or directors. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that 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.

[Organization Name], as the employer, will ensure this policy and the supporting program are implemented and maintained. All workers and management will receive appropriate information and instruction on the contents of the policy and program.

Management will adhere to this policy and the supporting program. Management are responsible for ensuring that measures and procedures are followed by workers and that workers have the information 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 fair and timely manner, respecting the privacy of all concerned as much as possible.