



## TORONTO POLICE SERVICES BOARD

### WORKPLACE VIOLENCE PREVENTION

<b>DATE APPROVED</b>	March 13, 2014	Minute No: P53/14
<b>DATE(S) AMENDED</b>		
<b>DATE REVIEWED</b>		
<b>REPORTING REQUIREMENT</b>		
<b>LEGISLATION</b>	<i>Police Services Act, R.S.O. 1990, c.P.15, s 31(1)(c)</i> <i>Occupational Health and Safety Act, R.S.O. 1990, c.O.1, s 32.0.1-32.0.7, 43(1), 43(2)(a)</i>	
<b>DERIVATION</b>	Adequacy Standards Regulation - AI-016	

The Toronto Police Services Board is committed to providing a safe and healthy work environment for its members and is committed to the prevention of workplace violence. Workplace violence is serious conduct that may constitute a violation of Canada's *Criminal Code*, the *Ontario Human Rights Code* and/or the *Occupational Health and Safety Act*.

The objective of workplace violence prevention is to ensure that employees have and feel they have a safe working environment, both physically and psychologically. Where workplace violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.

It is the policy of the Toronto Police Services Board that with respect to workplace violence prevention, the Chief of Police will:

1. Develop procedures and a program to implement the policy, in accordance with the *Occupational Health and Safety Act*;
2. Establish procedures on responding to and preventing violence in the workplace; and
3. Ensure that all Service members are provided with appropriate information and training on the workplace violence prevention policy and program.