



Section 6A: Safe and Inclusive Schools

Policy 6.27.01: Workplace Violence Policy

Supporting Policies:

[4.07 Employee Ethics](#)
[6.06 Physical Intervention](#)
[6.27 Health and Safety Policy](#)
[6.27.02 Workplace Harassment Policy](#)
[6.36 Equity and Inclusive Education](#)
[6.49 Board Code of Conduct](#)
[6.49.02 Progressive Discipline Policy Including Suspension and Expulsion](#)
[6.49.03 Protecting Student Well-Being through Bullying Prevention and Intervention](#)

Supporting Procedures:

[Harassment of Student, Volunteers or Staff Procedures](#)
[Workplace Violence of Students, Volunteers or Staff Procedure](#)

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Occupational Health and Safety Act
Education Act
Child and Family Services Act Youth Criminal Justice Act
Charter of Rights and Freedoms
Ontario Human Rights Code Safe School Act
Education Amendment Act, Bill 212 (Progressive Discipline and School Safety) Education Amendment Act, Bill 157 (Keeping our Kids Safe at School)

Approved by Board Resolution #95-2010 06 15

Revised by Board Resolution #089-2015 05 05

Revised by Board Resolution#062-2024 04 30

Policy Statement

The Algoma District School Board believes in a violence free workplace in which all people respect one another and work together to achieve common goals. Any act of workplace violence is unacceptable conduct as it erodes the mutual trust and confidence that are essential to the well being of our staff.

Definition

Workplace Violence is:

- a) The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,



- b) An attempt to exercise physical force against a worker in a workplace, that could cause physical injury to a worker,
- c) 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.
- d)

Definition of Workplace

This policy and related procedures apply to all work activities that occur while on Board business or workplace social events.

Application

This policy applies to all members of the Algoma District School Board community, including but not limited to, trustees, students, employees, visitors such as parents and community members, volunteers, permit holders, contractors, and employees of other organizations who work on or are invited onto Board property.