



REPORT TO

GOVERNANCE AND POLICY
COMMITTEEUPDATE TO WORKPLACE VIOLENCE POLICY
H.M.37

For surely I know the plans for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope (Jeremiah 29:11)

Drafted

September 26, 2022

Meeting Date

October 4, 2022

Corrado Maltese, Coordinator, Occupational Health and Safety

Lynda Coulter, Executive Superintendent, Human Resources, Leadership, Equity

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

The report recommends updating the current Policy on Policy H.M. 37, Workplace Violence to reflect amendments in safety legislation. This Policy also aligns with the 2022-2025 MYSP and current Meta Policy Template.

The cumulative staff time required to prepare this report was 3 hours

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends policy revision due to amendments to Ontario's Occupational Health and Safety Act (OHSA).

C. BACKGROUND

1. The OHSA legislates worker safety and requires that the employer prepare and review annually a written workplace violence policy as often as necessary, but at least annually.
2. The policy was first approved in September 2010 and has not been amended since November 2015.
3. Changes to this policy reflect amendments to OHSA. The definition of worker now includes interns and co-op students who are now provided the same right to a safe workplace and protection from all hazards, including workplace violence.
4. OHSA provides safety protection for TCDSB co-op students who are assigned with different employers. The previous definition for worker in OHSA only included employees who performed work or supplied services for monetary compensation.
5. Changes to this policy also reflects the dramatic increase in the maximum fine for health and safety violations that took effect on July 1, 2022, which includes egregious violations that lead to serious injury to workers from workplace violence.

D. EVIDENCE/RESEARCH/ANALYSIS

1. This policy has been amended in consultation with staff from the Facilities and Communications Departments, Field Superintendents and Legal Services. Staff

also consulted with various labour partners on the Board's three Multisite Joint Health and Safety Committees.

E. METRICS AND ACCOUNTABILITY

1. There is a requirement under OHSA to review this policy as often as necessary, but at least annually. As such, staff will review this policy in consultation with the three Multisite Joint Health and Safety Committees.
2. There is also a requirement under OHSA to post this policy on the Health and Safety Bulletin Board in every school and TCDSB workplace.

F. STAFF RECOMMENDATION

Staff recommends to the Governance and Policy Committee that the revised Policy H.M. 37, Workplace Violence provided in this Report, Appendix A be adopted