



REPORT TO

REGULAR BOARD

UPDATE TO POLICY H.M. 37, WORKPLACE VIOLENCE

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

August 21, 2023

Meeting Date

September 21, 2023

Corrado Maltese, Coordinator, Occupational Health and Safety

Nairi Kazazian, Sr. Coordinator, Labour Relations

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

This report recommends updating the current Policy H.M. 37, Workplace Violence, resulting from a provincial change to the name of the Ministry of Labour (MOL) that reflects the Ministry's expanded duties and responsibilities. The MOL is now known as the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). The policy is also updated to reflect the Workplace Safety and Insurance Board (WSIB) benefit costs and fines associated with workplace injuries and illnesses to Board employees.

The cumulative staff time required to prepare this report was 1 hour.

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends a minor policy revision because of the provincial name change from MOL to MLITSD. This report also acknowledges the WSIB benefit costs to injured workers and fines levied on employers under the financial impact section of the policy.

C. BACKGROUND

1. The Occupational Health and Safety Act (OHSA) legislates worker safety resulting from violent incidents from students, co-workers, parents and the general public. OHSA 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 was last amended in October 2022.
3. The MLITSD enforces the OHSA. Changes to this policy reflects the expanded provincial role of this Ministry and its name change from MOL to MLITSD. This government ministry is also responsible for immigration, training and skills development.
4. Workplace Safety and Insurance Board (WSIB) benefit costs for injured workers and fines can be substantial for employers with fines for individuals up to \$25,000.00 and corporations up to \$500,000.00.
5. Recommendations in this report were reviewed at the September 5, 2023 meeting of the Governance and Policy Committee.

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 the workplace violence policy on the Health and Safety Bulletin Board in every school and TCDSB workplace.

F. GOVERNANCE AND POLICY COMMITTEE RECOMMENDATIONS

The Governance and Policy Committee recommend to Board that the revised Policy H.M. 37, Workplace Violence provided in Appendix A be adopted.