



REPORT TO

REGULAR BOARD

WORKPLACE VIOLENCE POLICY

The fruit of the righteous is a tree of life, but violence takes lives away - *Proverbs 11:30*

Drafted

August 23, 2024

Meeting Date

January 30, 2025

Marta Radic, Coordinator, Occupational Health and Safety

Nairi Kazazian, Head of Labour Relations and Occ. Health

Derek Luk, Senior Policy Advisor

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

To provide the Governance and Policy Committee (GAP) with a proposed updated Workplace Violence Policy, formerly H.M. 37 (Appendix A - Tracked and Appendix B – Clean).

The cumulative staff time required to prepare this report was 10 hours.

B. PURPOSE

1. As part of the Occupational Health and Safety Act (OHSA) requirement to review this policy as often as necessary, but at least annually, updates such as an increase in maximum fines to corporations, were identified.

C. BACKGROUND

1. OHSA legislates worker safety resulting from violent incidents from students, co-workers, parents and the general public, and requires the employer to 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 2023.
3. On October 26, 2023, OHSA was amended such that maximum fines for corporations increased from \$1.5M to \$2.0M.
4. On September 3, 2024 GAP approved review of the policy.
5. On January 7, 2025, GAP approved the proposed updates to the policy.

D. EVIDENCE/RESEARCH/ANALYSIS

1. Increased fines for organizations reflect recent amendments to the Occupational Health and Safety Act.
2. The maximum fine for directors and officers under the Act, which had not recently changed, but which had not been referenced in the prior version of this policy is included.
3. Regulation 6 of the policy is amended to more accurately reflect the means by which workers are required to report incidents of workplace violence.
4. This policy has been amended in consultation 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. Per OHSA requirement the policy will be posted on the Health and Safety Bulletin Board in every school and TCDSB workplace

F. GAP RECOMMENDATION

GAP recommends that the revised, Workplace Violence Policy provided in Appendix A (tracked) and Appendix B (clean) be approved.