



Empire Grain Stevedoring Ltd. Prince Rupert Operations

Workplace Violence Policy

WORKPLACE VIOLENCE POLICY

The policy of Empire Grain Stevedoring Ltd. is to maintain a safe and healthy work environment that is free from violence. All violence of any kind is absolutely prohibited.

DEFINITION

In the federal workplace, the Canadian Occupational Health & Safety Regulations: 20.2 defines workplace violence as follows:

- Any action, conduct, threat, or gesture of a person towards an employee in their workplace that can reasonably be expected to cause harm, injury or illness to that employee.

WHAT IS WORKPLACE VIOLENCE?

Most people think of violence as a physical assault. However, workplace violence is a much broader problem. It includes any act in which a person is verbally or physically abused, bullied, threatened, intimidated or assaulted in his or her employment such as:

- Threatening behaviour - shaking fists, threatening hand gestures and postures, throwing objects and, speaking about weapons in a threatening manner
- Verbal or written threats - any expression of an intent to inflict harm
- Verbal abuse – eg. teasing, bullying, intimidation, aggression, fits of anger and any other conduct that can reasonably be expected to cause psychological trauma/mental distress
- Physical – eg. hitting, shoving, pushing or kicking and any other criminal conduct
- Violence involving property – eg. vandalism, sabotage, tampering with equipment and arson

REPORTING:

Unless you can safely tell the person engaged in the conduct to stop then any employee who believes they are subject to workplace violence or who witnesses workplace violence should remove themselves from the vicinity of the person engaged in the violence and immediately report the conduct to the on-duty Empire Foreman.

You may also report the incident to a representative of the Empire Grain Stevedoring Ltd. Health and Safety Committee.

To ensure a fair process for all persons involved, all complaints will be investigated and treated in strict confidence with disclosure of the complaint and circumstances related to the complaint only for investigative purposes or taking disciplinary and remedial measures relative to the complaint. A decision or recommendation will be made and both parties will be advised accordingly.