



RM of Loon Lake #561

<b>Policy Type:</b>	Human Resources
<b>Policy Title:</b>	Workplace Violence Policy & Prevention Plan
<b>Policy Number:</b>	900-24

<b>Authority:</b>	
<i>Council Resolution #</i>	108/24

## 1. PURPOSE

RM of Loon Lake No. 561 (the "Municipality") is committed to minimizing and eliminating the risk of workplace violence.

The Municipality is committed to providing employees with workplace violence training and taking appropriate corrective action respecting any employee who subjects another worker to violence. Violence in the workplace may be grounds for disciplinary action up to and including termination of employment for cause.

This policy was created following consultation with the Municipality's Occupational Health and Safety Committee.

## 2. APPLICATION

The Municipality's violence policy applies to all persons involved in the operation of the Municipality and prohibits violence by any employee of the Municipality, including supervisors and co-workers, Council members, as well as by any person doing business with or for the Municipality.

If the alleged individual committing a violent act is a Council member, please also refer to the RM of Loon Lake No. 561 Code of Ethics Bylaw.

## 3. DEFINITIONS

**"Violence"** is defined in section 3-26(1) of *The Occupational Health and Safety Regulations, 2020*, as:

Violence means the attempted, threatened or actual conduct of a person that causes or is likely to cause injury, and includes any threatening statement or behaviour that gives a worker reasonable cause to believe that the worker is at risk of injury.

**"The Complainant"** is the person who makes the complaint.

**"The Respondent"** is the person who has allegedly committed violence.

**"Worksite"** means a location where a worker is or is likely to carry out their responsibilities of employment. This includes work-related settings such as work-related conferences, travel, municipality sponsored social events and any vehicle or mobile equipment used by a worker in the course of their employment.

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#### **4. VIOLENCE RISK ASSESSMENT**

The Municipality has conducted a risk assessment in preparation of this policy that considered the following potentials risks:

- Previous incidents of violence in the workplace;
- Situations where employees interact with members of the public;
- Integrity of site security, equipment, and lighting;
- Effectiveness of emergency procedures;
- Procedures used in cash handling; and
- Procedures for releasing contact phone numbers, names and addresses of employees only to authorized individuals.

A workplace violence risk assessment of the above factors must be performed as often as necessary to protect workers and to provide a safe working environment.

When completed, the results of the risk assessment must be provided to the Occupational Health and Safety Committee. This reporting requirement also applies to any repeated risk assessments performed to assess and prevent workplace violence incidents.

The Occupational Health and Safety Committee shall review the risk assessment and approve the safeguards or control.

#### **5. VIOLENCE RISK REDUCTION**

The Municipality will further take the following actions to minimize or eliminate the risk of violence in the workplace:

- Ensuring employees have access to appropriate personal protective equipment;
- Reviewing and updating emergency procedures, site security, and applicable administrative processes;
- Upgrading site security equipment when required;
- Arranging for sufficient staff levels to carry out the work safely;
- Training and education so that employees understand the risks and the controls which must be followed for preventing exposure and responding to workplace violence; and
- Monitoring the effectiveness of control measures through safety inspections.

The Municipality recognizes that the following positions are at increased risk of being exposed to a violent situation:

1. Administrator;
2. Assistant Administrator;
3. Office Administrator;
4. Foreman;
5. Heavy Equipment Operators;
6. Labours; and
7. Transfer Site Operator.
8. Elected Officials (Council Member)

The Municipality further recognizes that there is an increased risk that a violent situation may occur at the following worksites:

1. Municipal Office;
2. Transfer Site; and
3. Shop Building
4. Construction site or on the grid road.

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If an employee is at an increased risk of being subject to violence in the workplace, the Municipality will inform employees of the nature and extent of the risk from potential violence in writing, except if the disclosure is prohibited by law. The Municipality will disclose any information in its possession related to the risk of violence from persons who have a history of violent behaviour and whom employees are likely to encounter in the course of their work.

## **6. REPORTING WORKPLACE VIOLENCE**

The Municipality encourages all employees to report any incidents of workplace violence **immediately** so that complaints can be quickly investigated.

If an employee believes they have been exposed to violence in the workplace, they should tell any supervisor with whom they feel comfortable or contact the administrator as soon as possible. If the administrator is the accused offender, then the written report may be submitted to the reeve. Employees may be asked to provide a written complaint, which should be specific and include, but not be limited to, the names of the individuals involved, the names of any witnesses, the date, time and location of the incident.

The Municipality will not retaliate against employees for filing a complaint and will not permit retaliation by management employees or co-workers.

Furthermore, no action will be taken against an employee who has made complaint in good faith which is found to be unsubstantiated. However, a complainant may be subject to disciplinary action where it is proven that the complaint is fraudulent or malicious.

## **7. INVESTIGATION**

Following the reporting of the incident by the employee, an investigation will be undertaken. The Municipality or their designate will investigate.

The Municipality will document incidents of alleged violence, the investigation and its outcome, which may include documenting who is involved, potential witnesses, and any other related documents.

In the event of an allegation of violence, the Municipality has full discretion to take whatever temporary interim measures that it deems appropriate to ensure the workplace remains a safe and productive environment and/or helps to facilitate an investigation into said violence including, but not limited to, removing an individual from the workplace.

## **8. CONFIDENTIALITY**

The Municipality will not disclose the name of a complainant or the respondent or the circumstances related to the complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking corrective action with respect to the complaint, or as required by law.

In order to protect the safety of the complainant and other staff, the Municipality may place an employee on administrative leave if it is deemed necessary to protect employee safety.

## **9. INVESTIGATION OUTCOMES & REMEDIES**

Violence in the workplace may be grounds for disciplinary action up to and including termination of employment for cause. If it is determined that workplace violence has occurred, appropriate and effective remedial action will be taken. Appropriate action may also be taken to deter any future incidents.

If the alleged perpetrator of violence is a Council member, please refer to the RM of Loon Lake No. 561 Code of Ethics Bylaw for the procedure to be followed and available sanctions.

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The Municipality will advise the parties of the results of the investigation.

## **10. MEDICAL ASSISTANCE**

In the event that an employee, as a result of a work-related violence, experiences injury or adverse symptoms, the employee is encouraged to consult the worker's physician for treatment or referral for post incident counselling. If an employee consults their physician for treatment or receives counselling that is related to the workplace violence, The Municipality shall credit the worker's attendance as time at work and ensure that the worker loses no pay or other benefits as a result of the workplace violence.

## **11. TRAINING**

The Municipality is committed to providing a training program for employees that includes:

- the means to recognize potentially violent situations;
- procedures, work practices, administrative arrangements and engineering controls that have been developed to minimize or eliminate the risk to workers;
- the appropriate responses of workers to incidents of violence, including how to obtain assistance; and
- procedures for reporting violent incidents.

## **12. ACCESS TO POLICY & POLICY REVIEW**

Copies of the policy statement and prevention plan will be made readily available to employees.

This policy shall be reviewed, and revised, if necessary, every three years or whenever there is a change in circumstances that may affect worker health and safety.

This policy will come into effect on May 8, 2024 unless otherwise specified and shall be implemented as outlined in this policy. This policy repeals and replaces all resolutions and any policies pertaining to Anti Harassment and Respectful Workplace that have been consolidated into this policy and replaces all past practices except for policy *900-11 Employee Code of Conduct* and policy *900-12 Anti-Harassment and Respectful Workplace*. This policy may only be amended or repealed by resolution of Council.

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**RM OF LOON LAKE NO. 561 WORKPLACE**

**VIOLENCE POLICY & PREVENTION PLAN**

**ACKNOWLEDGMENT & AGREEMENT - EMPLOYEE**

I, \_\_\_\_\_, an employee of The RM] of Loon Lake No. 561 acknowledge that I have been provided with a copy of the RM of Loon Lake No. 561] Workplace Violence Policy & Prevention Plan (the "Policy") and have read and understood it and acknowledge that I will abide by the Policy. I understand that if I violate the rules set forth by this Policy, I may face disciplinary action up to and including termination of employment.

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Date

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Employee Signature



**RM OF LOON LAKE NO. 561 WORKPLACE**

**VIOLENCE POLICY & PREVENTION PLAN**

**ACKNOWLEDGMENT & AGREEMENT – COUNCIL MEMBER**

I, \_\_\_\_\_, a Council member of RM of Loon Lake No. 561 acknowledge that I have been provided with a copy of the RM of Loon Lake No. 561 Workplace Violence Policy & Prevention Plan (the "Policy") and have read and understood it and acknowledge that I will abide by the Policy. I understand that if I violate the rules set forth by this Policy, I may face disciplinary action or sanctions.

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Date

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Council member Signature

