

TITLE: Workplace Violence		POLICY: B-2008	
COMMITTEE:	HR & CEO Performance Evaluation Committee	PASSED:	November 1, 2011
TOPIC:	Workplace Safety	REVIEWED:	December 5, 2017
		REVIEW PERIOD:	Every 3 years or due to legislative changes.

Definition

Workplace Violence – In accordance with the Alberta Occupational Health and Safety Code, “‘Violence’ whether at a work site or work related, means the threatened, attempted, or actual conduct of a person that causes or is likely to cause physical injury”.

Policy

The Edmonton Public Library (EPL) is committed to the prevention of workplace violence and promotes a violence free environment in which all people respect one another and work together to achieve common goals. Any workplace violence committed by or against any employee or member of the public is unacceptable conduct and will not be tolerated.

The Library is committed to:

- a. providing staff training and education;
- b. investigating reported incidents of violence in an objective and timely manner;
- c. taking necessary action; and,
- d. providing appropriate support for victims.

No action shall be taken against an individual for making a complaint unless the complaint is made maliciously or without reasonable and probable grounds.

Purpose

This policy is intended to ensure that EPL develops and maintains violence prevention practices to create a respectful work environment and that it complies with the Alberta Occupational Health and Safety Act, Regulation and Code.

Application

This policy applies to all EPL employees volunteers, Library Trustees and persons acting on behalf of EPL, such as contractors and consultants.

Legislative and Policy Authorities

- [Alberta Occupational Health and Safety Act, Regulation and Code](#)
- [Criminal Code of Canada](#)