



Title: Workplace Violence & Harassment Policy		Date of Issue:
Location: Health & Safety Program Section 1.2		Revision Date:
Approved by:	Signature:	

Grand River OHS is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take every reasonable step to protect our workers from workplace violence from all sources.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to all employees, supplied labour, contractors, visitors, the public and delivery persons. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

Measures and procedures will be implemented to protect workers from workplace violence, which includes a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

Grand River OHS will ensure this policy is implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Supervisors will adhere to this policy and are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy. All workers are encouraged to raise any concerns about workplace violence and harassment and to report any violent incidents or threats.

Grand River OHS also strives to provide a harassment and discrimination free working environment for all employees. This means providing an environment in which the dignity, value and potential of every employee are respected and growth of the individual is encouraged. In a workplace based on mutual respect, harassing behaviour cannot be tolerated.

Grand River OHS pledges to investigate and deal with all incidents and complaints of workplace violence and harassment in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Wesley Mazur,
President