

## POLICY 4.30 PROTECTION OF EMPLOYEES FROM VIOLENCE

The Board of Education recognizes that employees have the right to a safe and secure environment free from violence. Violence means the attempted or actual exercise by a person, other than another worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that the worker is at risk of injury.

Any act or threat of violence directed toward an employee shall not be tolerated. The Superintendent will establish Administrative Procedures to identify the potential sources of violence and work to eliminate or minimize the risks to employees.

Employees are to follow the procedures implemented for their protection and immediately report all incidents of violence.