



# The City of Kenora Workplace Violence Prevention Policy Statement

The Management of the City of Kenora is committed to the prevention of workplace violence. Violent behaviour in the workplace is unacceptable from anyone and we will take whatever steps are reasonable to protect our workers from workplace violence from all sources. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

## **Workplace violence is defined as:**

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker
- A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker

There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance, a process for workers to report incidents, or raise concerns, a means of investigating alleged incidents of violence, and a means for disciplining the instigators.

The City of Kenora, as the employer, will ensure this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

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

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

Signed: \_\_\_\_\_  
Mayor CAO

Date: \_\_\_\_\_