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## Workplace Violence Policy

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| Origination Date: |  | Effective Date: |  |
| Review Date(s): |  | Section: |  |
| Revision Date(s): |  | Policy No: |  |

### Approvals

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| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of Current Chair]  Board Chair / President | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of one Current JHSC Chair]  JHSC Chair | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  [Name of Current Administrator]  Administrator |

### Details

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| PURPOSE: |
| \_\_\_\_\_\_*XYZ Nursing Home*\_\_\_\_\_ is committed to the prevention of workplace violence and is ultimately responsible for worker, resident and visitor health and safety. This organization recognizes the potential for violence in the workplace and therefore in accordance with its Health and Safety Policy will make every effort to identify all potential sources of violence in order to eliminate and/ or minimize these risks. Our organization will take every reasonable step to protect our workers from workplace violence from all sources. DEFINITION: For the purpose of this policy “violence” is any incident in which a person is threatened, abused or assaulted, including all forms of physical, verbal, psychological or sexual harassment, bullying, intimidation, threats, robbery or other uninvited disruptive behaviours. Violence can be perpetrated by residents, visitors, workers and individuals who hold no relationship to the nursing home, its residents or the workers. This definition includes violence that arises out of a person’s medical condition. |
| ROLES AND RESPONSIBILITIES: The Workplace Violence Prevention Policy was developed to ensure that all managers, supervisors and employees are aware of and adhere to the work practices designed to make the workplace safe. |
| It shall be the responsibility of **Management** to ensure that measures and procedures identified in the Health and Safety Program are carried out and that management is held accountable for responding to and resolving complaints of violence in a fair and timely manner, respecting the privacy of all concerned.  It shall be the responsibility of every **Supervisor** to enforce policy and procedures and monitor employee compliance. Identify and alert employees to violent residents, visitors and hazardous situations. Shall investigate all incidents of workplace violence and ensure that debriefing is completed for those either directly or indirectly involved in the incident.  It shall be the responsibility of every **Employee** to participate in education and training programs in order to be able to appropriately respond to any incident of workplace violence. Must understand and comply with the \_\_\_\_\_\_*XYZ Nursing Home*\_\_\_\_\_ Health and Safety policy and all related procedures. Report all incidents/injuries of violence and / or threats of violence to their supervisor immediately. |
| REVIEW: This policy will be reviewed annually |