

SAFETY POLICIES

1.13 VIOLENCE IN THE WORKPLACE PREVENTION POLICY

The management of DVS Drywall Contractors Ltd. is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from the potential hazards associated with workplace violence. Should an incident occur involving violence, DVS will investigate and take the corrective actions necessary to address the cause of the incident. Violent behavior or threat of violence in the workplace is unacceptable from anyone. The policy applies to all workers, management, visitors, suppliers and customers. Everyone is obligated to uphold this policy and to work together to prevent workplace violence.

Violence, whether at a work site or work related, is the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm and includes domestic or sexual violence. Every worker must work in compliance with this policy and its procedures. All workers are required to raise any concerns about workplace violence and to report any violent incidents or threats.

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

Should you need to report an incident, contact your immediate DVS Supervisor and/or the DVS Safety Officer and/or the Joint Health and Safety Committee. Leave the premises if you feel it is required. DVS will investigate the report of violence and document all parties statements (when possible) of the incident/incidents and take appropriate corrective actions to address the issue in a fair and timely manner. The results of the report will be reviewed with those involved and will include the necessary controls and corrective actions to be taken.

Should you be involved with domestic violence or know of a co-worker that is, advise your immediate Supervisor and/or DVS Safety Office and/or the Joint Health and Safety Committee so we can take precautions to ensure the worker and any other person at the work site or office will remain safe.

Prevention procedures include education, disciplinary action and distancing workers that have a history of negativity. If the hazard of violence cannot be eliminated, it will be controlled.

DVS pledges to not disclose the circumstances related to an incident of violence, the names of the complainant, the person alleged to have committed the violence and any witnesses except where necessary to investigate the incident or take corrective action or where necessary to inform workers of the threat of violence or potential violence at which time only the minimum amount of personal information will be disclosed. No workers will be penalized, reprimanded or in any way criticized when acting in good faith while following this policy. This policy does not discourage a worker from exercising the worker's right under any other law.

This policy must be reviewed if an incident occurs, if the Health & Safety Committee requires a review or at minimum every 3 years.

All workers must be trained in the requirements of this policy. It is part of the online orientation completed by all new workers.

The information in this policy does not take precedence over applicable legislation with which all employees shall be familiar.


Vice President


Safety Officer

Dated: FEB 9/2021