



BOARD OF TRUSTEES WORKPLACE VIOLENCE POLICY

Board Policy Title	Board of Trustees Workplace Violence
Policy Section	TBA
Approved by	Board of Trustees
Contact	Governance Committee
Revised	November 22, 2023
Frequency of Review	Annual

Policy Background:

This policy was created and approved by the Employee Relations Committee and considered by the Board of Trustees during the 2020–2021 academic year.

Policy Purpose:

The Board of Trustees of Brescia University College (“Brescia”) is committed to ensuring a positive and safe working, volunteering, and learning environment for each member of the Brescia community in accordance with all relevant and applicable legislation, including but not limited to the Ontario *Human Rights Code* and the Ontario *Occupational Health and Safety Act* and its Regulations. For further clarity, any workplace conduct which is contrary to the Ontario *Human Rights Code* and/or the Ontario *Occupational Health and Safety Act* and its Regulations, is prohibited and will not be tolerated within the Brescia community.

Policy Statement:

The Board of Trustees remains committed to fostering a community at Brescia where employees can work effectively, students can learn and grow, Trustees can govern, and volunteers can participate.

In promoting those goals, the Board is committed to a Brescia community which:

- Fosters respect for the dignity, worth, and well-being of all members of the Brescia community;
- Provides an opportunity for all individuals to develop to their full potential;
- Is conducive to the pursuit of excellence;
- Supports Brescia’s vision, mission, and values;
- Provides ongoing education and awareness of the issues of workplace violence.

Authority is therefore delegated to the President of Brescia for the development, review and implementation of operational procedures and policies, in order to ensure full compliance with the above and ensuring that Brescia remains free from any and all forms of workplace violence, harassment and discrimination.

Policy Criteria:

It is specifically acknowledged that under the Ontario *Human Rights Code* and/or the Ontario *Occupational Health and Safety Act* and its Regulations, certain unacceptable behaviours shall constitute violence, harassment and discrimination and that in certain instances, these may include acts of a sexual nature or undertone. As such, the Board's Harassment and Discrimination Policy (and Sexual Violence Policy) may also be applicable.

Related Policy References:

- Ontario Human Rights Code
- Occupational Health and Safety Act
- Board's Harassment and Discrimination Policy
- Brescia's Sexual Violence Policy

Required Approvals:

Governance Committee

Board of Trustees