

MRS. PARK'S SCHOOLS
WORKPLACE VIOLENCE AND HARASSMENT POLICY June 2010

The Director of *Mrs. Park's Schools* is committed to the prevention of workplace violence and harassment and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our employees and volunteers (workers) from workplace violence and harassment from all sources. The Director of *Mrs. Park's Schools* is committed to providing a work and volunteer environment in which all individuals are treated with respect and dignity.

Workplace Violence

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to board members, supervisors, teachers, support staff, volunteers, parents, children and visitors. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

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 and a process for workers to report incidents, or raise concerns.

Mrs. Park's Schools, 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.

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

Every worker (employee and volunteer) 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.

The Director of *Mrs. Park's Schools* 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.

Workplace Harassment

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Board members, supervisors, teachers, support staff, volunteers, parents, children and visitors are expected to uphold this policy, and will be held accountable by *Mrs. Park's Schools*.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace such as performing staff guidance and evaluations and guidance to volunteers.

Workers, employees and volunteers, are encouraged to report any incidents of workplace harassment.

The Director *Mrs. Park's Schools* will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting workers' privacy as much as possible

Nothing in this policy prevents or discourages a worker from filing an application with the Human Rights Tribunal on a matter related to Ontario's Human Rights Code within one year of the last alleged incident.

A worker also retains the right to exercise any other legal avenues that may be available.

Signed: _____ Signing Officer Date: _____

DEFINITIONS

Workplace Violence

Workplace violence includes incidents where people are abused, threatened or assaulted in circumstances relating to their work, involving an explicit or implicit challenge to their safety, well-being or health.

Workplace violence may also include:

- 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 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

Harassment

Harassment comprises any unwelcome or objectionable, physical, visual or verbal conduct, comment or display, whether intended or unintended, that is insulting, humiliating or degrading to another person, or creates an intimidating, hostile or offensive environment and/or is on the basis of race, ethnicity, language, financial ability, religion, gender or sexual orientation, disability or age, or any other kind of discrimination which is prohibited by particular provincial/territorial legislation:

- made by an employee, volunteer, client or supplier of ***Mrs. Park's Schools***
- directed at and offensive to any other employee, volunteer, client or supplier of ***Mrs. Park's Schools***, or any other individual or group
- that the person knew or reasonably ought to have known would be offensive (e.g., unintended)

Examples of harassment include, but are not limited to:

- threats made or perceived, that are malicious, vexatious or based on any of the prohibited grounds under Human Rights legislation
The most important human rights legislation at the federal level is the Canadian Human Rights Act, which came into force in 1978. It outlaws discrimination in employment and in the delivery of goods and services on eleven grounds: race, national or ethnic origin, colour, religion, age, sex, marital status, family status, pardoned conviction, disability, and sexual orientation.
- derogatory written or verbal communication or gestures (e.g. name-calling, slurs, taunting pictures or posters, bullying, graffiti), that are malicious, vexatious or that relate to any of the prohibited grounds under Human Rights legislation
- application of stereotypes or generalizations based on any of the prohibited grounds under the legislation

Sexual Harassment

Sexual harassment means any unwelcome conduct, comment, gesture or contact of a sexual nature, whether on a one-time basis or in a continuous series of incidents that:

- might reasonably be expected to cause offence, embarrassment or humiliation
- might reasonably be expected to be perceived as placing a condition of a sexual nature on employment, services, or on any opportunity for training or advancement

Examples of sexual harassment include, but are not limited to:

- remarks, jokes, innuendoes or other comments regarding someone's body, appearance, physical or sexual characteristics or clothing
- displaying of sexually offensive or derogatory pictures, cartoons or other material
- persistent unwelcome or uninvited invitations or requests
- unwelcome questions or sharing of information regarding a person's sexuality, sexual activity or sexual orientation

- conduct or comments intended to create, or having the effect of, creating an intimidating, hostile or offensive environment

Bullying

Bullying is an offensive, cruel, intimidating, insulting or humiliating behaviour which includes physical violence or the threat of physical violence. It can be physical or verbal, direct or indirect such as gossip. Bullying is considered harassment in general, unless there is physical contact or a threat of violence, where it is considered violence. Bullying is ill treatment which is not addressed under Human Rights legislation or criminal codes.

Employer

The employer, for the purposes of this policy, is the ***Director of Mrs. Park's Schools***

Worker

The worker, for the purposes of this policy, is an employee or volunteer at ***Mrs. Park's Schools***.

Client

A client is an enrolled child and family.

Workplace

For the purposes of this policy, workplace includes any location in which employees and/or volunteers are engaged in ***Mrs. Park's Schools*** business activities necessary to perform their assignments. This includes, but is not limited to, the ***Mrs. Park's Schools*** building, employee/volunteer parking lots; employee/volunteer organized social events, field locations, and during business related meeting locations or travel.

Workplace Violence and Harassment Coordinator

At ***Mrs. Park's Schools*** the Workplace Violence and Harassment Coordinator is the Director of ***Mrs. Park's Schools*** working in collaboration with the Supervisor.

Abuse of Power

Abuse of power happens whenever the ***Mrs. Park's Schools*** staff/volunteer abuses or misuses their power and discretion for personal benefit, or in benefit of another person.

Abuse of power, for the purposes of this policy, includes situations involving a minor, situations that involve a reporting relationship, or any situation that includes an accusation from a client against an employee or volunteer who is providing a service upon which the client depends. Incidents that involve an abuse of power are considered by ***Mrs. Park's Schools*** as being, generally, of a more serious nature than peer-to-peer situations.

Mediator

A mediator is an impartial, neutral party, without decision-making powers, whom both parties accept. The mediator could be any internal or external party with effective interpersonal skills that has an interest in facilitating resolution. The goal of mediation is to assist both parties to reach a mutually beneficial agreement.

Investigator

The investigator is utilized where mediation is not appropriate or fails. An investigator must be a well-trained individual who is able to conduct a formal process with clear documentation. An investigator will not have a reporting line or personal relationship/connection with either the complainant or alleged harasser. To the best of ***Mrs. Park's Schools*** ability, we will endeavour to seek an investigator outside of the organization, possibly accessing *pro bono* services through a consulting service.

If an investigation is required for a violent event or a situation involving harassment, the worker is to remain, during the worker's normal working hours:

- in a safe place that is as near as reasonably possible to their work station; and
- available to the ***Mrs. Park's Schools*** Workplace Violence and Harassment Coordinator or Supervisor for the purposes of the investigation

PROGRAM TO IMPLEMENT WORKPLACE VIOLENCE AND HARASSMENT POLICY

Mrs. Park's Schools is committed to providing a work environment which is free of violence and harassment and is supportive of the self-esteem and dignity of every person within the Centre.

Mrs. Park's Schools intent is to ensure there is a climate of understanding, co-operation and mutual respect. To be successful in this objective, it is incumbent upon all members of *Mrs. Park's Schools* not to condone or tolerate behaviour which constitutes violence or harassment. *Mrs. Park's Schools* will provide for a fair and prompt investigation of any complaint or concern without fear of reprisal, as long as the complaint is not found to be frivolous or vexatious.

Scope

This policy applies to complaints of violence or harassment that involve employees or volunteers of *Mrs. Park's Schools*. This policy covers complaints of violence, harassment and sexual harassment in the workplace, as defined.

This policy is in written form and shall be posted in a conspicuous place in the workplace, *our Family Handbook available on our website www.mrs-parksschool.com*.

Prevention

Prevention is always the first line of defence against occurrences of violence and harassment.

All employees and volunteers are reminded of their obligation to follow the code of conduct outlined in this document and to adhere to policies and procedures aimed at ensuring a positive work environment and the highest level of care for clients.

All employees and volunteers will sign that they have read and understand the Workplace Violence and Harassment Policy. Beyond this, there is a duty upon all to prevent violence and harassment by discouraging inappropriate activities and by reporting incidents in accordance with this policy.

Domestic Violence

If *Mrs. Park's Schools* becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, *Mrs. Park's Schools* shall take every precaution reasonable in the circumstances for the protection of the worker.

Rights

Everyone has the right to:

- an environment that is free from violence and harassment
- to refuse work in various circumstances, where both health or safety is in danger, to include the right to refuse work if workplace violence is likely to endanger the worker
- file a complaint when the environment is not free from violence and harassment
- be informed of complaints made against them
- obtain an investigation of the complaint without fear of embarrassment or reprisal,
- have a fair hearing
- be kept informed throughout the process and of remedial action taken
- a fair appeal process for both the respondent and complainant
- confidentiality to the degree possible under the circumstances
- representation by a third party

Obligations

Our organization has the responsibility to ensure the safety and health of all those who come in contact with ***Mrs. Park's Schools***, whether that contact is as clients, volunteers, employees or suppliers.

Mrs. Park's Schools is obligated legally to take all complaints seriously by:

- using due diligence, which is the obligation to take reasonable measures to provide appropriate service
- being very familiar with the harassment policy and following it closely
- following the process without bias
- documenting all information from the first disclosure to the final resolution
- recording only relevant facts without emotionality
- signing and dating all documents
- using common sense

Employees and Volunteers' Responsibilities

- all employees and volunteers are responsible for contributing to a positive work environment and for identifying and discouraging comments or activities that are contrary to this policy; this includes:
- advising people or the alleged harasser that their behaviour is unwelcome
- where a situation occurs, or where an employee or volunteer believes a situation has occurred, they are obligated to report it to their Supervisor/manager
- if a situation occurs which involves their Supervisor/manager, or if their Supervisor/manager does not intervene appropriately, the employees/volunteers may report the situation to the Director
- if the situation involves the Supervisor, the employee is encouraged to report the circumstances to our legal counsel King and King or independent legal counsel.

Supervisor Responsibilities

Supervisors are expected to eliminate all aspects of the work environment that are not in keeping with this policy, whether or not a complaint has been made; Supervisors are obligated to implement this policy.

Assessment of Risks

Mrs. Park's Schools must assess the risks of workplace violence and harassment and report the results to a joint health and safety committee or a health and safety representative and provide a copy of the assessment in writing (if neither exist, the results must be reported to the workers) and if the assessment is in writing, provide copies on request or advise the workers how to obtain copies. (***Risk Assessment Form Attached***)

Considerations

The risk assessment will take into account;

- Circumstances that would be common to similar workplaces;
- Circumstances specific to the workplace; and
- Any other prescribed elements

Reassessment of Risks

This policy will be reviewed to reassess the workplace for violence and harassment risks after an incident of workplace violence or harassment has occurred or annually (whichever occurs first) and communicate the findings to the ***Mrs. Park's Schools*** Director and workers.

Communication

Mrs. Park's Schools Director and the Supervisor are required to provide information to workers (employees and volunteers) on the contents of this policy and program with respect to workplace violence and harassment.

Mrs. Park's Schools Director and the Supervisor are required to provide information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if,

- a) the worker or volunteer can be expected to encounter that person in the course of his or her work; and
- b) the risk of workplace violence is likely to expose the worker to physical injury. Personal information may be disclosed, but only what is reasonably necessary to protect the worker from physical injury. Personal information may be disclosed, but only what is reasonably necessary to protect the worker from physical injury.

Reporting Process

Situations where there has been an accusation of violence or harassment are extremely sensitive and often complex. At all times, the emotional and physical safety of the complainant is paramount, and this may involve taking steps that are not outlined herein. In general, however, the following process should be taken:

Complaint Received → Mediate and/or Investigate → Action → Appeal

Complaint Procedure

In order to make an official complaint, a complainant should advise their Supervisor or Director. A written report will be kept in a separate binder for this purpose, not in the employee's file. Any individual who receives any complaint against an employee, volunteer or client must refer it to the Supervisor or Director. From here, there are the following possible actions:

- **No Action:** the behaviour is not found to be violence or harassment, and the complainant agrees
- **Resolve:** if the violence or harassment is subtle or mild and the complainant agrees, the complaint is resolved informally with the assistance of the Supervisor and/or Director.
- **Refer:** if the complaint represents moderate or severe violence or harassment or if the incident involves an abuse of power, then the applicable member and the Director are to be notified and the complaint is referred to mediation, investigation or, in extreme circumstances, the police.
- **Mediate:** the alleged harasser will be advised of the complaint, if this has not already happened; a mediator will be chosen and confirmed by the Director, and confirmed provided the parties to the complaint agree; in the case where there is no agreement, alternative names will be considered; mediation takes place and the situation is resolved to the satisfaction of both parties; if no agreement for either a name or process is secured, then the case is referred to investigation
- **Investigate:** where, for whatever reason, the complaint remains unresolved, then the Director will choose an appropriate investigator

If an investigation is required for a violent event or a situation involving harassment, the worker is to remain, during the worker's normal working hours:

- in a safe place that is as near as reasonably possible to their work station; and
- available to the employer or Supervisor for the purposes of the investigation

The investigator will conduct a thorough and unbiased investigation and provide a written report, including recommendations for action, to the Director. The Director will make a decision as to the appropriate action.

- **Workers have the right to refuse work** in various circumstances where health or safety is in danger or if workplace violence is likely to endanger the worker.

- **Action:** When considering the appropriate action, the Director will consider the evidence, the nature of the violence or harassment, whether physical contact was involved, whether the situation was isolated, and whether there was an abuse of power. Actions may include:
 - verbal or written apologies
 - a letter of reprimand or suspension
 - a referral to counselling
 - sensitivity training
 - demotion
 - termination of employment and/or volunteer activity
 - referral to police or other legal authorities
 - other appropriate sanctions

- **Appeal:** Either the complainant or alleged harasser may, within thirty (30) days of being notified of the action, submit an appeal, in writing, to the Director. In the event that the Director determines that further investigation is required, any additional findings shall be disclosed to the parties, who will be provided with an opportunity to respond. The Director will then review the record and determine whether or not a violation of the policy has occurred.

Confidentiality

- complaints of violence and harassment will be received and investigated in a confidential manner in accordance with the procedures, including prescribing corrective action; information that must be shared will be disclosed on a ‘need-to-know’ basis

- any allegation or complaint of discrimination, violence, harassment or sexual harassment will be considered personal information ‘supplied in confidence’; the name of the complainant or the circumstances of the complaint will not be disclosed to any person except where disclosure is necessary for the purpose of investigating the complaint; the substance of investigative reports and the substance of meetings held by those in authority regardless of whether it is substantiated, will be protected from disclosure to third parties, except where required for legal reasons

- strict confidentiality cannot be guaranteed to anyone who wants to make a complaint of violence and harassment; if a complaint goes through an investigation, the respondent and other people involved will have to learn about the complaint; the complainant can be assured that only people who ‘need-to-know’ will be told of the complaint

- no investigation information is to be kept on the employee/volunteer’s personnel file with the exception of official disciplinary/termination papers; similar to problem resolution cases, violence or harassment investigation information should be kept indefinitely in a separate file; proven allegations of violence, harassment or sexual harassment, including disciplinary action taken shall be documented and form part of the employee/volunteer’s permanent record

Disciplinary Action

Violence and harassment by an employee or volunteer is a serious offence. If an accusation is substantiated, the harasser will be subject to immediate disciplinary action, up to and including dismissal. Intentionally accusing someone of violence or harassment, known to be false, is a serious offence and is subject to disciplinary action. **Mrs. Park’s Schools** reserves the right to discipline those whose complaints are frivolous or vexatious.

Any interference with the conduct of an investigation, or retaliation against a complainant, respondent or witness, may itself result in disciplinary action. Criteria in determining level of disciplinary action shall be based on fact scenario and will take into account harm to the individual, harm to **Mrs. Park’s Schools** and its reputation, and whether or not there was an unequal power relationship.

Where the conduct involves, or may involve, criminal activity, *Mrs. Park's Schools* reserves the right to refer to a Police authority who may decide to invoke criminal charges.

Human Rights Commission

Nothing in this policy shall be deemed to limit the right of an employee or volunteer to seek assistance from Ontario's Human Rights Commission.

RISK FACTORS OF WORKPLACE VIOLENCE AND HARASSMENT

(Risk Assessment Tool attached)

- Work in a community-based setting
- Work with unstable or volatile clients
- Work in a mobile workplace, moving between locations
- Handle cash
- Have contact with clients
- Work in high crime areas
- Secure or protect valuables
- Transport people or goods
- Work alone or in small numbers

Process for Addressing Risk Factors

- Complete Risk Assessment after every incident of workplace violence or harassment and inform *Mrs. Park's Schools* Director and workers of results
- Develop relationship with community organizations
- Train workers on risk factors and environmental safety measures
- Maintain close relationship with Leaside United Church staff
- Workers should always be aware if phone lists in classrooms with emergency numbers
- If concerned about building issue call church office, 416-425-1253
- In an emergency call 911
- Make sure Exits are not blocked and doors are always closed
- Never open door to unknown person especially when few adults are present
- Never argue with person who is out of control; get assistance from security or police
- If incidence does not warrant calling police, inform your supervisor, *Mrs. Park's Schools* Director and make report
- If your safety is threatened use "buddy system" never approach situation alone
- Do not enter any situation or location where you feel threatened or unsafe
- Exercise your right to refuse to work in clearly hazardous situations
- Disclose any feelings of discomfort or apprehension to your supervisor/Director
- Terminate a meeting, in a non-confrontational manner, with a client who is threatening or out of control
- Do not allow yourself to be backed into a corner with a confrontational person
- Follow through with external reporting (i.e. to the police, Workplace Safety Insurance Board, Ministry of Labour, Serious Occurrence
- Discipline employees for not following workplace violence and harassment policies or for committing workplace violence or harassment.
- Offer a confidential employee assistance program to allow employees subject to workplace violence or harassment, or those with personal problems to seek help.
- Ensure that proper security measures are in place at the workplace to protect workers from members of the public or customers
- Keep detailed records of any workplace violence or harassment, investigation or work refusal.

Resources and Tools for Employers:

Resource material is being developed by the Occupational Health and Safety system partners – Health and Safety Associations (HSA), the Ministry of Labour and the Workplace Safety and Insurance Board (WSIB) – to help employers assess workplace violence risks and develop workplace violence and workplace harassment policies and programs (please visit their websites or contact their offices for more information).

RISK ASSESSMENT OF WORKPLACE VIOLENCE AND HARASSMENT

Instructions

Place a circle in the Yes No ? column to reflect your current status regarding Violence and Harassment in the workplace.

Violence and Harassment Policy

- | | | | |
|--|-----|----|---|
| 1. There is a written violence and harassment policy in place. | Yes | No | ? |
| 2. The policy reflects a commitment to prevent workplace violence from all sources | Yes | No | ? |
| 3. The policy has been reviewed within the last 12 months | Yes | No | ? |
| 4. The policy is posted (workplaces with at least 5 workers) | Yes | No | ? |
| 5. There is a Violence/Harassment Program in place. | Yes | No | ? |

Violence and Harassment Program

- | | | | |
|---|-----|----|---|
| 6. The violence/harassment prevention program contains all of these elements: | | | |
| • Risk Assessment | Yes | No | ? |
| • Measures to control risks identified | Yes | No | ? |
| • Procedures to summon immediate assistance (including domestic violence) | Yes | No | ? |
| • Procedures for workers to report incidents (including domestic violence) | Yes | No | ? |
| • Procedures to deal with incidents and complaints (including domestic violence) | Yes | No | ? |
| • Process to inform workers of their right to refuse work if workplace violence is likely to occur. | Yes | No | ? |
| 7. Workers have been given information and instruction on the contents of the policy and program | Yes | No | ? |

Violence and Harassment Risk Assessment

- | | | | |
|---|-----|----|---|
| 8. Risk Assessment is current and reflects changes in workplace conditions & type of work | Yes | No | ? |
| 9. The risk assessment takes into consideration circumstances that are common to similar companies and workplaces. | Yes | No | ? |
| 10. The risk assessment takes into consideration the type of work, conditions of work and the nature of the workplace (refer to “Risk Factors” | Yes | No | ? |
| 11. The results of the risk assessment have been communicated to the <i>Mrs. Park’s Schools Director</i> Workplace Violence and Harassment Coordinator, Supervisor and Workers. | Yes | No | ? |

Providing Confidential Information

- | | | | |
|---|-----|----|---|
| 12. There is a policy and process to inform workers about persons they may encounter in the workplace who have a history of violence and who pose a risk of physical injury in the workplace. | Yes | No | ? |
|---|-----|----|---|

RISK FACTORS

- | | | | |
|--|-----|----|---|
| • Work in a community-based setting | Yes | No | ? |
| • Work with unstable or volatile clients | Yes | No | ? |
| • Work in a mobile workplace, moving between locations | Yes | No | ? |
| • Handle cash | Yes | No | ? |
| • Have contact with clients | Yes | No | ? |
| • Work in high crime areas | Yes | No | ? |
| • Secure or protect valuables | Yes | No | ? |

- | | | | |
|----------------------------------|-----|----|---|
| • Transport people or goods | Yes | No | ? |
| • Work alone or in small numbers | Yes | No | ? |

Program to Implement the Workplace Violence and Harassment Policies (Required Elements which are reflected in the previous pages)

Distribute and post policies and procedures

Specify who is considered the employer, worker, volunteer, client and workplace.

Perform a risk assessment and document process

- interview a sample of workers
- review physical workplace
- comparison of similar workplaces
- review of any previous incidents
- review likelihood of interactions with the public which could lead to danger or confrontation

Disclose incidents of workplace violence and harassment and any risk assessments undertaken with the joint health and safety committee or without committee, with fellow workers.

Provide ways for employees to report instances or risks of workplace violence and harassment.

Train employees, board members and volunteers on policies and procedures

Develop Measures and Procedures to:

- control the risks identified in the workplace violence and harassment risk assessment:
 - Safe work procedures
 - Personal protective equipment
 - Design or physical layout of the workplace such as doors with clear windows, adequate lighting, location and structure of counters, barriers, etc.
 - Designated safe locations for emergency situations
 - Procedures for informing or advising workers of potentially violent situations or people
 - Worker training on the workplace violence policy and program and dealing with aggressive or violent clients
- call for immediate assistance:
 - Equipment to summon assistance such as fixed or personal alarms, locator or tracking systems, phones, cell phones
 - Emergency telephone number and/or email addresses
 - Emergency procedures
- report any incidents or threats of workplace violence or harassment to the employer or supervisor including information about:
 - How, when and to whom a worker should report incidents or threats;
 - Forms or other reporting mechanisms
 - Roles and responsibilities of , *Mrs. Park's Schools/Director*, supervisor, workers, Health and Safety Committee and other in the incident reporting process
 - When the incident requires external reporting (i.e. to the police, Workplace Safety Insurance Board, Ministry of Labour, etc)

- establish how the employer investigates and manages incidents, complaints or threats of workplace violence:
 - How and when investigations will be conducted
 - What will be included in the investigation
 - Roles and responsibilities of employers, supervisors, workers, joint health and safety committee
 - Follow-up to the investigation (description of actions and timeframe)
 - Recording requirements
- discipline employees for not following workplace violence and harassment policies or for committing workplace violence or harassment.
- offer a confidential employee assistance program to allow employees subject to workplace violence or harassment, or those with personal problems to seek help.
- ensure that proper security measures are in place at the workplace to protect workers from members of the public or customers
- keep detailed records of any workplace violence or harassment, investigation or work refusal.

Reassess the risks of workplace violence after each incident or annually whichever comes first.

Employer is required to designate a workplace co-ordinator with respect to workplace violence and workplace harassment.

Workers have the right to refuse work in various circumstances where health or safety is in danger or if workplace violence is likely to endanger the worker.

Revised October 20, 2010

