

# Workplace Violence Prevention Requirements

Workplace violence is an unfortunate reality that all organizations face in today's world. Whether it's actual physical aggression or other forms of workplace violence, like threats, research suggests that such conflict is on the rise.

## Violence

"An attempted or actual exercise by a person, other than a worker, of physical force to cause injury to a worker, and includes threatening statements or behavior which gives a worker a reason to believe that he or she is a risk of injury."

## Effective September 1st, 2009

Newfoundland and Labrador has new regulatory requirements for "violence prevention" under the Occupational Health and Safety Regulations.

Some of the new requirements are:

- Where there is a risk of violence, or the potential is known to exist, the employer must perform a risk assessment.
- Based upon that risk assessment, the employer must establish procedures, policies and work environment arrangements to eliminate the risk, or at least to minimize the risk of violence.

For more detail, refer to Part III Section 22-24 of the OHS Regulations.

If you have any questions concerning workplace violence or other OHS regulatory requirements, please contact the Occupational Health and Safety Division at (709) 729-2706 or toll-free 1-800-563-5471; or visit the Government Services website at <http://www.gs.gov.nl.ca/ohs>.

Everyone in the workplace has a role to play to ensure it is a place that is safe, healthy and violence-free.

