

# Violence in the Workplace

## 4.27 Definition

In sections 4.28 to 4.31

“*violence*” means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.

## 4.28 Risk assessment

(1) a risk assessment must be performed in any workplace in which a risk of injury to workers from violence arising out of their employment may be present.

(2) The risk assessment must include the consideration of

- (a) previous experience in that workplace,
- (b) occupational experience in similar workplaces, and
- (c) the location and circumstances in which work will take place

## 4.29 Procedures and policies

If a risk of injury to workers from violence is identified by an assessment performed under section 4.28 the employer must

- (a) Establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence, and
- (b) If elimination of the risk to works is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers.
- (c) Repealed. [B.C. Reg. 312/2003, effective October 29, 2003.]

[Amended by B.C. Reg. 312/2003, effective October 29, 2003.]

\*See Part 3 (Occupational Health and safety) of the Workers Compensation Act and Part 3 (Rights and Responsibilities) of the OHS Regulation.

## 4.30 Instruction of workers

(1) An employer must inform workers who may be exposed to the risk of violence of the nature and extent of the risk.

(2) The duty to inform workers in subsection (1) includes a duty to provide information related to the risk of violence from persons who have a history of violent behaviour and whom workers are likely to encounter in the course of their work.

(3) The employer must instruct workers who may be exposed to the risk of violence in

- (a) the means for recognition of the potential for violence,
- (b) the procedures, policies and work environment arrangements which have been developed to minimize or effectively control the risk to works from violence,
- (c) the appropriate response to incidents of violence, including how to obtain assistance, and
- (d) procedures for reporting, investigating and documenting incidents of violence.

## 4.31 Advice to consult physician

(1) Repealed. [B.C. Reg. 312/2003, effective October 29, 2003.]

(2) Repealed. [B.C. Reg. 312/2003, effective October 29, 2003.]

(3) The employer must ensure that a worker reporting an injury or adverse symptom as a result of an incident of violence is advised to consult a physician of the worker’s choice for treatment or referral.

[Amended by B.C. 312/2003, effective October 29, 2003.]

\*See Part 3 (Rights and Responsibilities) of the OHS Regulation

**Note:** The requirements for risk assessment, procedures and policies, the duty to respond to incidents and to instruct workers are based on the recognition of violence in the workplace as an occupational hazard. This hazard is to be addressed by the occupational health and safety program following the same procedures required by this Occupational Health & Safety Regulation to address other workplace hazards.