

VIOLENCE PREVENTION POLICY

Section: 8 – Occupational Health & Safety	Policy No: 8.01
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Employees covered: Everyone	Effective: December 2007
Subject: Violence Prevention Policy	Authorized: [Signed by G. MacInnis, VP]

Cape Breton University is committed to creating an environment that is free from violence (actual or threatened), abuse, aggression and harassment for our faculty, staff, students and visitors.

Aggressive and violent behavior threatens the health and safety of our faculty, staff and students. Therefore, the University will not tolerate:

- Abusive or inappropriate language
- Abusive or threatening behaviour
- Harassment
- Illegal weapons
- Violent behaviour

Reporting of all incidents is an essential part of any safety program. It allows the Safety Officer and JOHSC to analyse events and track trends which can lead to better prevention strategies. Therefore, all employees and supervisors must report all incidents including the threat of violence. Click here to link to the on-line incident report.

<http://www.cbu.ca/sites/cbu.ca/files/pdfs/accident-incident-report.pdf>

The University investigates all complaints and will take appropriate action in accordance with its policies on Occupational Health & Safety and Harassment & Discrimination.

Implementation date:	Dec 2007
Revised:	Jan 2009 November 2013
Next Review:	November 2016