



Workplace Violence Prevention

Policy No.: CS-HR-11	Council Resolution No.: 241/2023
Department: Administrative	Authority: Council
Effective Date: March 11, 2019	Revision Date: July 17, 2023
Review Date: March 2026	Repealed Date:
Supersedes: CS-HR-7	
Related Procedure No.: CS-HR-11	
Related Procedure Name: Workplace Violence Prevention Procedure	

1.0 PURPOSE

1.1 The Town of Taber is committed to the prevention of violence and violent behavior in the workplace and promotes a violence-free workplace. In conjunction with Occupational Health and Safety Code Part 27, any act of violence committed is unacceptable and such conduct will not be tolerated. The Town believes that all individuals have the right to work in an environment free from violence.

2.0 POLICY STATEMENT

2.1 The Town of Taber is committed to:

- 2.1.1 Fostering a Violence-free workplace where all individuals are treated dignity and professionalism;
- 2.1.2 Education in the recognition of violence and the operation of our policy and procedures in this regard;
- 2.1.3 Taking necessary action in response to such reported incidents, utilizing proper investigative procedures;
- 2.1.4 Providing appropriate support for victims.
- 2.1.5 The employer will disclose only the minimum amount of personal information required that is necessary to inform workers of specific threats or potential threats. All information will be treated in a confidential manner.



2.2 Application

- 2.2.1 This policy applies to Elected Officials, Board, Committee or Commission members, and all current employees of the Town of Taber, including full-time, part-time, casual, contracted, permanent and temporary employees.
- 2.2.2 This policy applies to all behavior that is in some way connected to work, including during off-site meetings, training and on business trips.
- 2.2.3 Workers shall not be penalized, reprimanded, or in any way criticized when acting in good faith while following the procedures set forth for addressing situations involving workplace violence, bullying or harassment.
- 2.2.4 This policy is not intended to discourage a Worker from exercising the Workers' rights pursuant to any other law, including the Alberta Human Rights Act.
- 2.2.5 Administration shall establish procedures for this policy and shall be responsible for ensuring the spirit and intent of the policy is adhered to.

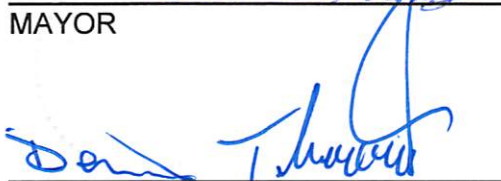
3.0 ADDITIONAL REFERENCES

- Employee Code of Conduct Policy
- Health and Safety Policy
- Whistleblower Policy
- Council Code of Conduct Bylaw
- Workplace Harassment Prevention Policy/Procedure
- Part 27 OHS Code Violence and Harassment



MAYOR

Aug 14, 2023
DATE



CHIEF ADMINISTRATIVE OFFICER

Aug. 14/23
DATE

