

**THE CORPORATION OF THE
MUNICIPALITY OF TEMAGAMI**

BY-LAW NO. 10-933

Being a by-law to adopt a Workplace Violence Policy for the Municipality of Temagami

WHEREAS under Section 8.1 of the Municipal Act, 2001, S.O., 2001, c.25, as amended, the powers of a municipality under this or any other Act shall be interpreted broadly so as to confer broad authority on the municipality to enable the municipality to govern its affairs as it considers appropriate and to enhance the municipality's ability to respond to municipal issues;

AND WHEREAS the Occupational Health and Safety Amendment Act, 1990, S.O. 2009 C.23 Part III.0.1 requires employers to prepare a policy with respect to workplace violence;

NOW THEREFORE the Council of the Corporation of the Municipality of Temagami hereby enacts as follows:

1. The Corporation of the Municipality of Temagami hereby adopts the Workplace Violence Policy attached hereto as Schedule "A" and forming part of this by-law;
2. That this By-law shall take effect on the final passing thereof.

TAKEN AS READ A FIRST time on this 24th day of June, 2010.

READ A SECOND AND THIRD time and finally passed on this 24th day of June, 2010.

MAYOR

CAO/Clerk

Appendix A to Bylaw 10-933 – To adopt a Workplace Violence Policy

The Council of the Corporation of the Municipality of Temagami is committed to the prevention of workplace violence and to ensure worker health and safety. The Municipality shall take whatever steps are reasonable to protect our workers from workplace violence from all sources.

Workplace violence includes the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; or an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or 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.

Violent behaviour in the workplace is unacceptable from anyone. This applies to council members, management, staff, volunteers, suppliers, and members of the public. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

This policy shall be implemented through a Workplace Violence Program, which 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. This program will be reviewed and updated as required.

Council shall ensure that 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.

Managers and supervisors shall adhere to this policy and the supporting program. They are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves. Management shall investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.

Every worker 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. There shall be no negative consequences for reports made in good faith.