



AURORA PUBLIC LIBRARY BOARD

VIOLENCE IN THE WORKPLACE POLICY

Aurora Public Library is committed to the prevention of workplace violence by providing a safe and secure working environment. This Policy is designed to ensure the well-being of workers and the undertaking of every reasonable precaution for the protection of workers from violence in the workplace from all possible sources. This applies to all workers, including: employees, managers, temporary employees, students, volunteers, sub-contractors, customers, clients, as well as other employers, supervisors, workers, volunteers and members of the public, as applicable.

Workplace violence means:

- The exercise of physical force by a person, against a worker, in a workplace, that causes or could cause physical injury to the worker,
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- 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.

The Aurora Public Library Board is vitally interested in the health and safety of its workers and, as the Employer, is responsible for worker health and safety.

Aurora Public Library will ensure implementation and maintenance of this policy and the supporting program. All workers will receive appropriate information and instruction on the contents of the policy and the program.

Violent behaviour in the workplace is unacceptable from anyone.

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.

The Employer pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Related APL Policies

1. Workplace Harassment Policy
2. Health & Safety Policy Statement

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