



Employers have a vital responsibility to protect employees from workplace violence. This involves developing and enforcing clear policies, providing ongoing training, assessing risks, and implementing safety measures to prevent incidents and maintain a safe environment. By taking these actions, employers not only meet their legislative obligations but also promote a culture of safety, trust, and well-being for all employees.

Why Workplace Violence Prevention is Important

Ensure employees feel safe, respected, and supported at work is essential. Taking a proactive approach to prevent violence protects worker well-being, strengthens morale, and contributes to a positive and productive work environment.



Consequences of Workplace Violence



Emotional and Mental Health:

Stress, anxiety, depression, low morale, feeling unsafe or worried at work



Work and Job Performance:

Decreased productivity, increased absenteeism, difficulty focusing on tasks, possible impact on career growth



Personal Life:

Ongoing mental health challenges, stress affecting relationships with family or friends, reduced overall quality of life or well-being

Violence Prevention includes:

- Conducting a violence risk assessment which involves identifying risks related to violence
- Implementing violence, bullying and harassment policy and procedures
- Educating employees on violence prevention (CSSHSA's VP for Social Services, MANDT, NVCI, etc.), how to recognize escalating behaviours and de-escalation techniques
- Training employees on point of service risk assessments
- Clear incident reporting procedures
- Controls and equipment in place for mitigating aggressive behaviour
- Ensuring behavioural support plans are in place for those with a history of aggressive behaviours, including: potential triggers, behaviours, and interventions
- Providing confidential supporting resources such as EFAP or WorkSafeBC CIR



For guidance on conducting a Violence Risk Assessment, please refer to our [Violence Risk Assessment course](#) available on our Learning Centre. This course is designed to help organizations achieve or maintain compliancy with WorkSafeBC's legislative requirements. It provides a step-by-step comprehensive overview of the CSSHSA VRA standard, guiding you from the initial assessment to ongoing monitoring and continuous improvement.

