



June 26, 2018

# Taking Action: Violence Prevention at Work

## What is Workplace Violence?

Most people think of violence as a physical assault. However, workplace violence is a much broader problem. It is any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. Workplace violence includes:

**Threatening behaviour** – such as shaking fists, destroying property or throwing objects.

**Verbal or written threats** – any expression of an intent to inflict harm.

**Harassment** – any behaviour that demeans, embarrasses, humiliates, annoys, alarms or verbally abuses a person and that is known or would be expected to be unwelcome. This includes words, gestures, intimidation, bullying, or other inappropriate activities.

**Verbal abuse** – swearing, insults or condescending language.

**Physical attacks** – hitting, shoving, pushing or kicking.

Rumours, swearing, verbal abuse, pranks, arguments, property damage, vandalism, sabotage, pushing, theft, physical assaults, psychological trauma, anger-related incidents, rape, arson and murder are all examples of workplace violence.

Workplace violence is not limited to incidents that occur within a traditional workplace. Work-related violence can occur at off-site business-related functions (conferences, trade shows), at social events related to work, in clients' homes or away from work but resulting from work (a threatening telephone call to your home from a client).

Source: CCOHS OSH Answers Fact Sheets (2017)  
[www.ccohs.ca/topics/wellness/violence/](http://www.ccohs.ca/topics/wellness/violence/)



# Violence and Harassment Prevention Tools and Resources

## Canadian Centre for Occupational Health and Safety

[www.ccohs.ca/topics/wellness/violence/](http://www.ccohs.ca/topics/wellness/violence/)

Workplace Fact Sheets include – Bullying in the Workplace, Violence in the Workplace – Negative Interactions, Warning Signs, Working Late, Working Alone, and Parking Lot Safety

Podcasts include – Breaking the Cycle of Workplace Bullying, Domestic Violence – A Workplace Issue, Workplace Violence - Identifying the Problem, Workplace Violence: Taking Action

## Canadian Nurses Association and Canadian Federation of Nurses – Joint Position Statement

[https://cna-aiic.ca/~media/cna/page-content/pdf-en/Workplace-Violence-and-Bullying\\_joint-position-statement.pdf](https://cna-aiic.ca/~media/cna/page-content/pdf-en/Workplace-Violence-and-Bullying_joint-position-statement.pdf)

## College of Registered Nurses of British Columbia

Case Studies & practice resources

[www.crnbc.ca/Standards/resourcescasestudies/Pages/Default.aspx](http://www.crnbc.ca/Standards/resourcescasestudies/Pages/Default.aspx)

## Alberta Health Services

Defusing Workplace Violence – Published 2017

[www.albertahealthservices.ca/news/page14177.aspx](http://www.albertahealthservices.ca/news/page14177.aspx)

## WorkSafe Saskatchewan

Workplace Violence – Prevention

[www.worksafesask.ca/prevention/workplace-violence/](http://www.worksafesask.ca/prevention/workplace-violence/)

## Manitoba Nurses Union

Reducing Workplace Violence

<https://manitobanurses.ca/reducing-workplace-violence>

## Registered Nurses Association of Ontario

Preventing and Managing Violence in the Workplace– Published 2009

[http://rnao.ca/sites/rnao-ca/files/Preventing\\_and\\_Managing\\_Violence\\_in\\_the\\_Workplace.pdf](http://rnao.ca/sites/rnao-ca/files/Preventing_and_Managing_Violence_in_the_Workplace.pdf)