

# WORKPLACE VIOLENCE AND SUN MEMBERS

Violence is defined as “the attempted, threatened or actual conduct of a person that causes or is likely to cause injury, and includes any threatening statement or behaviour that gives a worker reasonable cause to believe that the worker is at risk of injury.”

By law, health care employers must develop, implement, and review at least every 3 years, a comprehensive written policy statement and prevention plan to deal with violence, in consultation with OH & S committees, union representatives, and workers themselves.

Violence policies and plans must include:

- The employer's commitment to minimize or eliminate risk;
- The identification of worksites and staff positions for which there is a history or risk of violence;
- The actions the employer will take to minimize or eliminate the risk of violence;
- Procedures for documenting, reporting and investigating violent incidents; and
- A commitment to provide a training program for workers to recognize potentially violent situations and to follow the procedures, work practices, administrative arrangements and controls that have been developed to minimize or eliminate risk.

Where a worker receives treatment or counselling or attends an employer training program, this attendance shall be credited as time at work without loss of pay or benefits.

## IF YOU HAVE EXPERIENCED A VIOLENT INCIDENT AT WORK:

**SEEK MEDICAL ATTENTION** if required. If you need to leave your work area, inform your supervisor.

**NOTIFY YOUR SUPERVISOR OR MANAGER** about all incidents, even if there was no injury.

**REPORT THE INCIDENT** as soon as possible using the incident reporting process for your workplace.

- *If you are injured, complete a Worker's Initial Report of Injury (W1) either online ([wcbsask.com](http://wcbsask.com)) or over the phone (1.800.787.9288) as soon as possible.*

**CONTACT THE EMPLOYEE & FAMILY ASSISTANCE PLAN (EFAP)** for counseling support, either online ([worklifehealth.com](http://worklifehealth.com)) or by phone (1.866.833.7690).

**TELL YOUR SUN REPRESENTATIVE ON THE JOINT OHS COMMITTEE** and participate in any investigation.

Ask to attend workplace violence training.

Talk to your manager or supervisor about critical incident debriefing for traumatic incidents.

**Registered nurses have the right to work and practice in an environment that is free from any form of violence and where violence is NOT tolerated as a part of their job.** Every workplace must cultivate a culture of safety and respect based on the shared responsibility of all health care stakeholders.

