



NUMBER:	H: 09
EFFECTIVE:	June 26,2001
AMENDED:	Nov 23, 2001, Dec 16/08
RELATED POLICIES:	See references section 7.0
REPEALS:	
REVIEW DATE:	2017-2018

1.0 Objectives

- 1.1 To support Board employees in situations arising out of an assault upon their persons sustained in the course of their duties.

2.0 Definitions

- 2.1 **Assault**, for the purposes of this policy and any supporting procedure, shall be defined as the attempted or actual exercise of any intentional physical force that causes or may cause physical injury and includes any intent to inflict injury on another, coupled with an apparent ability to do so, or any intentional display of force that causes the victim to fear immediate bodily harm.

3.0 Guiding Principles

- 3.1 The Board is committed to the implementation of Board Policy H: 19 Violence Prevention in the Workplace Policy and its Program for Violence Prevention in the Workplace, and to the promotion of a safe and orderly working environment for its employees.
- 3.2 Should an assault occur against an employee, despite Board efforts to prevent violence in the workplace, the Board is committed to protecting the employee from further injury and to providing support to that employee.

4.0 Specific Directives

- 4.1 Administration shall develop procedures that appropriately respond to an assault upon an employee.
- 4.2 The Board shall ensure that the measures set out within the Board’s violence prevention in the workplace policy and program are followed to assist in the prevention of further violence.

5.0 Responsibility

- 5.1 The Director of Education, superintendents, principals, and fellow employees must be aware of and fulfill their roles in responding to an assault on an employee of the Board

6.0 Review and Evaluation

- 6.1 The policy will be reviewed during the 2017-2018 policy review cycle.

7.0 References

Education Act, Part XIII Behaviour, Discipline and Safety
H: 06 Health and Safety of Employees
H: 08 Work Place Harassment
H: 10 Employee Injury
H: 19 Violence Prevention in the Workplace
Program for Violence Prevention in the Workplace
SC: 15 Code of Conduct
ST:05 Student Discipline Policy
Pr ST: 05 Student Discipline Procedure
ST: 18 Physical Intervention
SC: 18 Bullying Prevention and Intervention
Pr SC: 18 Strategies for Bullying Prevention and Intervention