

Violence Protection Policy

1.0 Policy Statement

City of Mount Pearl remains committed to the safety of our employees and as such will ensure the employees have the necessary equipment and are fully trained when exposed to potential violent conditions. This policy applies to all employees, contractors and visitors. The City has zero tolerance for any type of violence at the workplace.

2.0 Background

Where required, an employer shall establish, implement and maintain, and revise where necessary, a written violence protection program in accordance with Workplace NL Occupational Health and Safety.

3.0 Purpose

The City of Mount Pearl shall ensure this violence prevention policy supports the City by outlining specific preventative actions such as in the “Panic Alarm Procedure” and “Criminal Threat Plan” to discourage and deter acts of violence in the workplace from occurring. The procedure outlines corrective actions to familiarize workers and management of their individual responsibilities within Violence Prevention and Protection.

4.0 Violence Protection Risk Assessment Requirements


Violence risk assessment shall be completed to protect employees who have the potential to be exposed to violence during their course of work. Control measures shall include but is not limited to panic buttons, safe operating procedures, and signage.

5.0 Related Procedures

Please refer to the City's companion documents:

- *Panic Alarm Policy*
- *Criminal Threat Plan*
- *Safe Operating Procedures*

6.0 Approvals



Steve Kent, Chief Administrative Officer

August 21, 2018

Date