

## Topic: Workplace Health & Safety

### 7.1 Appendix C - Violence and Harassment Procedures: Potential Consequences

Board Motion Number:

**21.105**

Date of Original Board Motion Number:

**March 24, 2015**

Date of Current Issue:

**October 28, 2021**

Date of Next Review:

**2022**

Attachments:

Signature of Board Chairperson (and Date):

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#### Consequences of Workplace Violence and Harassment

1. Employees who have committed an act of violence or harassment will be subject to disciplinary action up to and including termination.
2. The individual may also be subject to criminal prosecution. The result of such prosecution will not have a bearing upon the employer's disciplinary action(s).
3. For non-employees who have committed an act of workplace violence or harassment, the NKPLB may take action against the individual through civil court to protect its workers and property.

The severity of the actions may have an impact on the follow up of an investigation.

If an employee is found to be at fault in an incident of violence / harassment, one or more of the following may be included in the recommended corrective measures:

- More extensive training in violence and harassment in the workplace
- Education regarding what is and isn't considered violence or harassment and the violence and harassment policy
- referral for counselling (sensitivity training), anger management training, supervisory skills training or attendance and educational programs on workplace respect
- Critical Incident Stress debriefing or CISM courses
- Anger management courses
- Programs offered through the benefit program through the employee assistance program (EAP)
- discipline, such as a verbal warning, written warning or suspension without pay
- financial penalties such as a denial of a performance related salary increase
- Criminal charges
- Termination of employment with or without cause

- any other disciplinary action deemed appropriate under the circumstances

If you make a complaint in good faith and without malice, regardless of the outcome of the investigation, you will not be subject to any form of discipline. The NKPLB will, however, discipline or terminate anyone who brings false and malicious complaint.