

RULES & REGULATIONS

VIOLENCE IN THE WORKPLACE

Policy

DVS has a zero tolerance policy for violence in the workplace, both on-site and in the office and warehouse environments.

Procedure

Should an incident take place, an investigation will be required by the Supervisor and/or DVS Safety Officer. An incident report will be filled out including how we can prevent any future incidents from occurring regardless of the severity of the incident.

The report will be signed and dated by both the Supervisor and the Construction Manager.

What Is Included?

According to the International Labour Organization, violence is defined as “any incident in which a person is abused, threatened or assaulted in circumstances relating to their work. These behaviours would originate from customers, co-workers at any level of the organization. This definition would include all forms of harassment, bullying, intimidation, physical threats/assaults, robbery and other intrusive behaviours”.

The information in this policy does not take precedence over applicable legislation with which all employees shall be familiar.



General Manager



Safety Committee Coordinator

Dated: Sept 8/16