



Chatham-Kent Police Service Board Policies

PSB.AI.16 - WORKPLACE VIOLENCE PREVENTION

Effective January 14, 2026 – Chair Patrick Weaver

Approved by Chair of the Chatham-Kent Police Service Board

A STANDARDS

- A1 Occupational Health & Safety Act ("**OHSA**")
- A2 Policing Standards Manual (2012), Ministry of Community Safety and Correctional Services – AI-016

B POLICY

- B1 The objective of workplace violence prevention is to ensure that employees have and feel they have a safe working environment, both physically and psychologically. Where workplace violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.
- B2 The Chatham-Kent Police Services Board (the "**Board**") is committed to meeting its obligations as an employer pursuant to the requirements of the OHSA. This policy is established to protect Chatham-Kent Police Service (the "**Service**") personnel from workplace violence in all Service workplaces, including those beyond its facilities.
- B3 It is therefore the policy of the Board with respect to workplace violence prevention that the Chief of Police of the Service will:
- a. prepare procedures with respect to workplace violence as well as develop and maintain a program to implement the policy, in accordance with the OHSA;
 - b. establish procedures on responding to and preventing violence in the workplace; and
 - c. ensure that all members of the Service receive training on workplace violence prevention.

PREVIOUS ISSUE	EFFECTIVE DATE
PSB.AI.16 - WORKPLACE VIOLENCE PREVENTION	2012/11/01