

PREAMBLE

Southeast College is committed, through a variety of measures, to be proactive in the prevention of violence. Occupational Health and Safety Regulation 37(1) defines violence as “the attempted, threatened or actual conduct of a person that causes or is likely to cause injury, and includes any threatening statement or behavior that gives an employee or student reasonable cause to believe that he/she is at risk of injury.”

There is a shared responsibility among all College employees and students to ensure that the College is free from violence. The College recognizes the potential for violent acts or threats directed against College students and employees. Southeast College is committed to minimizing the risk of violence against students and employees. Every effort will be made to identify possible sources of violence and implement procedures to eliminate risks. Violence in any form will not be tolerated.

POLICY

The Occupational Health and Safety Regulations cover the conduct of everyone at the place of employment, including students, employees, and the public. In accordance with The Occupational Health and Safety Act, Section 14 and Section 37 of The Occupational Health and Safety Regulations, 1996, Southeast College implements a violence prevention strategy in conjunction with the Southeast College Occupational Health and Safety Committee.

Southeast College will minimize the risk of violence by use of administrative arrangements and engineering controls such as alarm systems, posting emergency numbers, and telephone availability. Emergency Management Plans are posted and made available to all students and staff at each campus. The College will ensure that staff is aware of procedures to summon help.

If it is determined that a violent incident has occurred, the perpetrator will be subject to disciplinary action. Disciplinary action will vary according to the seriousness of the complaint, and may include, but not be limited to:

- Reprimand and warning;
- Apology;
- Harassment training;
- Behavioural contract;
- Monitoring behaviour;
- Counselling;
- Transfer;
- Suspension or
- Termination