



Peel Elementary
Teachers' Local

Workplace Violence





ETFO Land Acknowledgement

In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Mississaugas of the Credit, the Haudenosaunee, the Anishinaabe and the Huron-Wendat.



ETFO Human Rights Statement

The Elementary Teachers' Federation of Ontario is committed to:

- providing an environment for members that is free from harassment and discrimination at all provincial or local Federation sponsored activities;
- fostering the goodwill and trust necessary to protect the rights of all individuals within the organization;
- neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding and co-operation as the basis of interaction among all members.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. The Elementary Teachers' Federation of Ontario will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, at provincial or local Federation sponsored activities.



What is Violence?

Workplace violence is defined in the OHSA as:

- the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.



Why do we report?

- We have a duty to report
- If we don't report, it "didn't happen"
- Not reporting is "acceptance" of unsafe conditions
- Updates to safety plans/PBIPs
- [Risk Re-Assessments](#)
- Aggregate data is useful to MJHSC and Collective Bargaining



Your Rights as a Worker

- Right to know
- Right to participate
- Right to refuse unsafe work
- An employer shall:
 - 25(2)(a) - “provide information, instruction and supervision to a worker to protect the health or safety of the worker;”
 - 25(2)(h) - “take every precaution reasonable in the circumstances for the protection of a worker;”
- A supervisor shall:
 - 27(2)(a) - “advise a worker of the existence of any potential or actual danger to the health or safety of the worker of which the supervisor is aware;”
 - 27(2)(c) - “take every precaution reasonable in the circumstances for the protection of a worker.”



Safety Plans

- Is there a safety plan?
 - If not, have you advocated for a safety plan in an SRM
 - What constitutes an SRM?
 - Does a parent need to agree to a safety plan?
- [Safety Plan FAQ](#) (v2 - Oct 2022)
- Has the safety plan been updated?
- Have violent incident reports been filed?
- Has admin responded to EVIRs and SSIRs?
- Has training been provided?
- Have support staff been involved?
- Has PPE been ordered?



How do we report?





Critical Injury?



Critical Injury Occurred?

Arm or Leg amputation (includes, wrist, hand ,ankle, foot)

Arm or Leg fracture (includes, wrist, hand ,ankle, foot)

Life in jeopardy

Loss of eyesight

Major body burns

Substantial loss of blood

Unconsciousness



[Learn more](#)

No, Continue Reporting

Submit

In order to help you, please fill in the following guiding questions by selecting what applies to the incident.



Healthcare Received or Lost Time from Work?

Healthcare Lost Time

[Learn more](#)



First Aid?

First Aid Treatment Received

[Learn more](#)



Workplace Violence Involved?

Attempted Physical Force Exercised Physical Force Threatened Physical Force

[Learn more](#)



Action as per the Safe Schools Act?

Alcohol, illegal and/or restricted drugs Bodily harm requiring medical attention Bullying Expulsion under board policy Hate action Injurious act
Physical assault Possessing or using a weapon Robbery Sexual assault Suspension under board policy Swearing Threats
Vandalism

[Learn more](#)



Use of Physical Intervention?

Student Physical Intervention

[Learn more](#)



Workplace Harassment

Workplace harassment Sexual harassment

[Learn more](#)

Cancel

Submit



Ed Act S 306 - Possible Suspension

Activities leading to possible suspension

306. (1) A principal shall consider whether to suspend a pupil if he or she believes that the pupil has engaged in any of the following activities while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school climate:

1. Uttering a threat to inflict serious bodily harm on another person.
2. Possessing alcohol or illegal drugs.
3. Being under the influence of alcohol.
4. Swearing at a teacher or at another person in a position of authority.
5. Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school.
6. Bullying.
7. Any other activity that is an activity for which a principal may suspend a pupil under a policy of the board.



Ed Act S 310 - Suspension

Activities leading to suspension

310. (1) A principal shall suspend a pupil if he or she believes that the pupil has engaged in any of the following activities while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school climate:

1. Possessing a weapon, including possessing a firearm.
2. Using a weapon to cause or to threaten bodily harm to another person.
3. Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner.
4. Committing sexual assault.
5. Trafficking in weapons or in illegal drugs.
6. Committing robbery.
7. Giving alcohol to a minor.
8. Any other activity that, under a policy of a board, is an activity for which a principal must suspend a pupil and, therefore in accordance with this Part, conduct an investigation to determine whether to recommend to the board that the pupil be expelled.



Is your principal a “competent person”?

"Competent person" is a defined term under the OHSA as a person who:

- is qualified because of knowledge, training and experience to organize the work and its performance,
- is familiar with the Act and the regulations that apply to the work, and
- has knowledge of any potential or actual danger to health or safety in the workplace