

Violence Work Refusal Checklist

**You have the right to refuse unsafe work!
No level of violence is acceptable in the workplace.**

The law requires your employer to take every reasonable precaution necessary for the safety of a worker. (OHSA 25.2.h)

Violent Incident Reporting

✓ Are all violent and aggressive student behaviours reported through the on-line violence reporting system? Do you receive confirmation/communication from your administrator after an incident?

Effective Safety Plans

✓ Have safety plans been developed for students who have a history of violence? Are the current plans effective in keeping staff safe?

Notification of Risk

✓ Have staff been informed by administrators of students in the school who have a history of violence? Has appropriate information from safety plans been shared with all staff?

Risk Reassessments

✓ Has the risk of workplace violence in the school been assessed/reassessed annually? Are risk reassessments reviewed and updated following significant events?

Summoning Immediate Assistance

✓ Are plans and tools available to staff to summon immediate assistance when student and staff safety is at risk? Does assistance arrive quickly?

Responding to Violent Incidents

✓ When a violent incident is reported, does the administration acknowledge, investigate, and prevent recurrence?

Staffing

✓ Are there enough trained staff to carry out safety plans? Are contingency plans in place to address staff absences and shortages?

Training

✓ Have staff been adequately trained in de-escalation techniques? Are there enough BMS trained staff available to respond when violence occurs?

Resources

✓ Are there adequate facilities, equipment, and student programming to mitigate risk? Are all measures and procedures in place to control the risk of workplace violence?

Personal Protective Equipment (PPE)

✓ Is appropriate PPE available to protect you from injury from violence? Have staff been instructed on the use of PPE and its care?

Psychological Impact

✓ Are you kept safe from chronic or traumatic mental stress injuries due to violence? Are these injuries documented through the violence reporting tool or through WSIB if lost time occurs?



If you feel unsafe in your workplace, you have the right to refuse unsafe work! Contact the Local office for support.

ETF0 Local Contact Information:

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