Joint Statement

On Violence in the Workplace

The Cowichan Valley School District and partners, the Cowichan Valley Teachers' Union (CVTU), Lake Cowichan Teachers' Association (LCTA), and USW share a firm commitment to fostering safe, respectful workplaces through the prevention and effective response to workplace violence. This joint statement helps ensure we are all aware of the resources, supports, and reporting processes available.

The WorkSafe BC Occupational Health and Safety Regulation defines violence as, "the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that the worker is at risk of injury."

Our approach to workplace violence prevention integrates regular risk assessments, reporting procedures, preventative strategies, and post-incident supports. This work is continuously discussed and advanced through our site Joint Occupational Health and Safety (JOHS) Committees, District Health and Safety meetings, the District Leadership Team, and the Board of Education.

To support a safe working and learning environment, information regarding district reporting procedures and shared provincial resources, such as the Workplace Violence Prevention Toolkit available via BCPSEA, are readily available to all school staff and worksite personnel.

If you experience a violent incident, we want to ensure it is dealt with appropriately and in a timely manner. Please report any violent incident as soon possible using the District's Violent Incident Report forms, available in school offices and online via the Cowichan Valley School District website. If you require assistance with reporting, please see your administrator, a member of your site JOHS committee. Reporting incidents is an important part of prevention and helps inform future actions and supports.

We recognize our shared responsibility to safety for all and remain committed to preventing workplace violence by providing school staff and worksite personnel with the supports, information, tools, and resources needed to create safe workplaces.

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