# << Farm Name >> WORKPLACE VIOLENCE & HARASSMENT POLICY STATEMENT

**Policy:**

To prevent workplace violence and harassment and support worker’s health and safety and take steps reasonable to protect workers from workplace violence and harassment.

We recognize preventing all forms of workplace hazards including risks of workplace violence and harassment in the form of physical assault, threats or intimidation, bullying, gestures of a violent nature, harassment or abuse, and any other conduct that might reasonably give an employee cause for fear, insult his or her dignity or create a hostile or poisonous work environment. This policy applies to employees, contractors, suppliers, volunteers, visitors, and clients. It is the expectation that everyone behaves in a professional, respectful manner and work together to prevent workplace violence and harassment.

Workplace violence and harassment can happen not only on the farm, but on off-site locations such as fields, bunk houses, conferences, other farms, social situations related to work or workers’ homes if there are real or implied consequences related to the farm. Acts of violence or harassment may occur as a single event or a series of events leading to an incident. There may be an abuse of power or authority. Possibly in the form of sexual harassment where it is perceived that the sexual act in nature is a condition of employment.

The workplace violence and harassment code of practice includes measures and procedures to protect workers from workplace violence and harassment, a means of asking for help, and a process for workers to report incidents or raise concerns. These measures are in place to ensure that this policy and the supporting program are available and maintained and that everyone have the appropriate information and direction to protect them from violence and harassment in the workplace.

Disciplinary Action:

There will be no adverse job consequences to anyone for reporting violence or harassment issues unless the investigation determines that there was a fabrication of the facts.

Acts of workplace violence and harassment are in violation of this policy and will be treated with appropriate disciplinary action, based on a thorough investigation of the incident and the surrounding circumstances and as per progressive disciplinary procedures. Such disciplinary action may include immediate termination for acts of physical assault, even if the person committing the act has committed no prior offences or previous acts of violence.

* Refer to the Workplace Violence & Harassment Code of Practice for full details of the program.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Farm Owner

\* The safety information in this policy is to be used in conjunction with all applicable Federal and Provincial Legislation.

\* This policy is not intended to discourage an employee from exercising their rights as pursuant to any other applicable legislation, Human Rights or this policy.