



Dear Educators,

RE: Commitment to Violence Prevention in the Workplace

The North Vancouver School District and the North Vancouver Teachers' Association share a commitment to safe, respectful workplaces and to preventing and responding to workplace violence. In accordance with Article E.3 of the Provincial Collective Agreement – Violence Prevention in the Workplace, this joint communication reaffirms our shared commitment to violence prevention and to ensuring employees are aware of the resources and reporting processes available to them.

Workplace violence is not condoned or tolerated. We recognize our shared responsibility to support employees by jointly identifying risks and implementing effective violence prevention systems in line with WorkSafe BC standards. This includes the information, tools, and processes needed to identify, prevent and appropriately respond to violence in the workplace.

Under the Occupational Health and Safety Regulation, violence is best understood as an action and not necessarily an intention. It includes the attempted or actual use of physical force that could cause injury, as well as threatening statements or behaviour that give a worker reasonable cause to believe they are at risk of injury.

Employees are encouraged to familiarize themselves with the District's violence prevention and response procedures, as well as the provincial workplace violence prevention toolkit available through BCPSEA. For information, tools, and resources related to workplace violence prevention, visit [BCPSEA's Workplace Violence Prevention resources](#).

If you experience or witness a violent incident, please report it promptly using the District's established [Incident Reporting procedures and forms](#). If you require assistance using these tools, please reach out to your administrator, joint occupational health and safety committee representative at your worksite or your union representative. By actively working together, we can learn from incidents and be proactive in preventing further incidents.

Violence prevention and response resources will also be reviewed at a staff meeting prior to October 31. We encourage employees to raise questions, seek clarification, and speak with their Principal or union representative if they require additional information or support.

Thank you for your cooperation,
Sincerely,

North Vancouver Teachers' Association


Vickie Vinaric

President

North Vancouver School District


Scott Stanley

Executive Director of Human Resources