

[VIOLENCE IN THE WORKPLACE PROGRAM](#)

Any person employed by Vancouver Island West School District 84 can be the victim of violence. Perpetrators of violence can be students, parents or guardians, family members, the public, contractors and fellow employees, and violent incidences are not restricted to the worksite. Injuries can require medical treatment for physical injuries and psychological trauma.

[Definition of Violence](#)

[District Policy D.13, Violence in the Workplace](#)

[Right to Refuse Unsafe Work Flowchart - Schools and District Office/Maintenance](#)

[Risk Assessments - Are you at risk in your job](#)

[Risk Assessment Report](#)

[Safety Plan](#)

[Steps for Conducting a Violence Risk Assessment](#)

[Communicate Student Information to Prevent Violence-Related Injuries](#)

[Violent Incident Report and Investigation Form](#)