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London Transit Commission Workplace Violence Policy

Policy

The London Transit Commission (LTC) recognizes the problem of workplace violence, both globally in our society and specifically in its own workplace. The LTC is committed to providing a safe and violence free workplace. LTC will not tolerate any acts of workplace violence. Any allegations of workplace violence will be investigated promptly and appropriate action taken.

In order to achieve a violence free workplace, it is important that the LTC, the Amalgamated Transit Union Local 741 and all employees work together to develop a program including recognizing the issue, instituting preventative measures, reporting on acts of violence and responding to and addressing acts of workplace violence, including post-incident support for victims. All possible sources of workplace violence, including customers, workers, supervisors and managers, strangers and domestic/intimate partners, will be considered in the establishment of the related program. The LTC will ensure that appropriate resources are committed to accomplish these measures.

Definitions

"*Workplace*" means any land, premises, location or vehicle at, upon or in or near (e.g. relief points) which an employee works.

"*Workplace Violence*" means:

- a) the exercise of physical force against a worker or other person, in the workplace, that causes or could cause physical injury;
- b) an attempt to exercise physical force against a worker, in the workplace, that could cause physical injury;
- c) a statement or behaviour that it is reasonable for a worker or other person to interpret as a threat to exercise physical force against another person that could cause physical injury to the worker or other person

Approved by the Commission
May 26, 2010


Larry E. Ducharme
General Manager