



OPERATIONS

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SAFE OPERATING AND WORK PROCEDURE No.: 0007

SUBJECT: VIOLENCE

EFFECTIVE DATE: May 22, 2024

WRITTEN BY: School District 54

REVISED BY: Health & Safety Department and Safe Schools

INTRODUCTION (PURPOSE AND IMPORTANCE):

This procedure was developed in consultation with the District Joint Health and Safety Committee, and implemented to comply with the requirements of [OHS Regulation 4.29](#). This procedure is general in nature, and not intended as specific to any one person, location, or situation.

HAZARD IDENTIFICATION: All persons are capable of violence. Traditionally the best predictor of violent behaviour is past behaviour. However, when it comes to students, past behaviour may be less indicative with the passage of time - due to developmental changes.

[OHS Regulation 4.27](#) 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.*

Violence manifests in many different ways - including, but not limited to:

- physical contact (e.g., strike; grab)
- threats – verbal, written, gestural, etc.
- projectiles (e.g., throwing objects; spitting)
- property damage

COMMON TRIGGERS: Feeling misunderstood or not heard; hunger; anger; loneliness; fatigue; feeling overwhelmed by perceived demands; overstimulation (including sensory); transition times; unexpected changes in routines; perceived criticism, etc.

COMMON SIGNS OF AGITATION: Behaviour change relative to person's norm; vulgarity/offensive language; pacing/fidgeting/restlessness; boundary violation; clenched fist; raised voice; rapid speech, facial expression, etc.

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COMMON DE-ESCALATION STRATEGIES: Reduce stimulus (e.g., remove/reduce audience); reduce expectations/offer break from activity/task; back off/give space; simplify communication (e.g., short/simple sentences; refer to visuals where applicable); redirect; use self-calming techniques (e.g., take a deep breath; grounding), etc.

PROCEDURE:

- *Administration/management* will,
 - ensure that involved staff (including TTOCs/casual staff) are informed of and have access to specific safety information when working with students with a history of violence (e.g., Supplemental support plan, Response Plan) or difficult/volatile non-staff persons
 - ensure that any existing plans are updated as needed
- *Workers* will,
 - report violent behaviour – whether verbally to supervisor and/or by the WVIR
 - review student plan, etc. and follow directions where safe to do so
 - **when agitation observed:** increase distance from person; implement de-escalation strategies as best fits the situation; back off and seek assistance as needed
 - **as per** Policy 9.3000 (Physical Restraint of Students): *The District maintains a strictly hands-off approach is the best practice in dealing with students who are displaying at-risk or dangerous behaviour. School staff are expected to implement proactive, positive and non-punitive supports and interventions that make the use of physical restraint and seclusion unnecessary. Physical restraint and seclusion are used only in emergent situations and as a last resort when the behaviour of a student poses imminent danger of serious harm to self or others, including staff and where less restrictive measures have been ineffective in ending the threat of serious physical harm.*

STUDENT on STUDENT VIOLENCE: Staff are encouraged to verbally instruct students to cease physical contact; seek assistance from administration; and encourage any other students to disperse. See School Emergency and Crisis Response Plan for fighting.

Should a situation occur outside of regular school hours and support from district personnel cannot be readily summoned, then call 911 as needed.

RELATED RESOURCES:

[OH&S Safety Program](#) Section 3.7.7

[Policy 6.410 Violence in the Workplace](#)

[SIWI \(Individual Safe Work Instruction\)](#)

[WVIR \(Workplace Violence Incident Report\)](#)

[Workplace Violence Examples and Definitions](#)

Student Safety Plan

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