

### **WSPS HSW, Violence & Harassment Policy**

At Workplace Safety & Prevention Services (WSPS), we believe in the elimination of all work-related injuries, illnesses, and fatalities. We consider all workplace injuries and illnesses as preventable and unacceptable. The vision of WSPS is that our Occupational Health and Safety Management System (OHSMS) will create a culture of trust and respect in order to positively impact physical and mental employee well-being, and to achieve organizational excellence. Violence and harassment of any kind, from any source (staff, volunteers, or customers) is not acceptable and will not be tolerated. Our OHSMS contains policies and procedures that address items such as how to protect staff, summon assistance, as well as determine the root causes to an incident, in order to ensure it does not occur again.

At WSPS, we are committed to preventing injuries & illnesses by: exceeding legislative requirements, pursuing best practices in safety, health, and wellness, and adopting a holistic strategy - one that considers the organizational culture and personal health of its employees. We believe in the principles of the internal responsibility system and that all workplace parties have a shared responsibility to help drive safety and wellness improvements forward. Managers and employees are accountable for complying with relevant legislation and all WSPS policies. Managers are responsible to ensure that safe and healthy work conditions are maintained, and that all OHSMS policies and procedures are followed by their staff. All workers are responsible for working safely and to report any unsafe or unhealthy conditions to their immediate supervisor.

At WSPS, we believe that our people are our greatest asset. We are committed to a process of continual improvement of our OHSMS which should exemplify high standards of excellence to our employees, volunteers, and customers. We will lead by example, supporting and maintaining a strong, healthy workplace culture, and work towards the elimination of workplace injuries and illnesses of our staff and volunteers.

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