

# Guidelines for Drafting and Implementing a Workplace Violence Policy



In December 2002, the Occupational Health and Safety Act, RSA 2000, c. 0-2 ("OHS Act") was amended to include an occupational health and safety code. The purpose of the amendment was to replace eleven of Alberta's Regulations that contained rules for occupational health and safety in Alberta. In combination the new Occupational Health and Safety Regulation ("OHS Regulation") and the Occupational Health and Safety Code ("OHS Code") accomplish this goal. The OHS Regulation governs administration and policy issues and took effect on March 31, 2003. The OHS Code contains the detailed technical requirements and was released in November 2003. Employers have a phase-in period to comply with the OHS Code until it comes into effect April 30, 2004.

Workplace Violence is specifically addressed in Part 27 of the OHS Code. The requirements include an assessment of the workplace for potential violence, training on workplace violence, and a response plan for workplace violence. Contravention of the OHS Code or OHS Act carries a maximum fine of \$500, 000 and/or a six-month imprisonment for a first offence.

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