

Workplace Violence Policy

FilmOntario is committed to the prevention of workplace violence and is ultimately responsible for worker and health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

Violent behaviour in the workplace is unacceptable from anyone. This policy applies to all workers, volunteers, members and visitors. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

FilmOntario, as the employer, will ensure this policy and the supporting program are implemented and maintained and that all workers have the appropriate information and instruction to protect them from violence in the workplace.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats. The Managing Director is the designated investigator for FilmOntario.

Management pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Approved by FilmOntario Board of Directors.

July 2018.

The workplace harassment policy should be consulted whenever there are concerns about harassment in the workplace.