

Humber Workplace Violence Prevention Policy: What Every Student and Employee Should Know

Workplace Violence Prevention

Humber College and the University of Guelph-Humber are committed to providing a safe learning and working environment that promotes a violence-free environment. Any act of violence committed by or against any member of the Humber community or member of the public, is unacceptable conduct that will not be tolerated. To view the full Workplace Violence Prevention Policy, please visit [Humber's Policies and Procedures website](#).

What does Workplace Violence look like?

It includes any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. Examples include, but are not limited to:

- **Threatening behaviour** – such as shaking fists, destroying property or throwing objects.
- **Verbal or written threats** – any expression of an intent to inflict harm, including:
 - » *Direct threats* – clear and explicit communication which distinctly indicates that the potential offender intends to do harm, e.g. “I am going to make you pay for what you did to me.”
 - » *Conditional threats* – involve a condition, e.g. “If you don’t get off my back, you will regret it.”
 - » *Veiled threats* – usually involve body language or behaviours that leave little doubt in the mind of the victim that the perpetrator intends harm, e.g. “Do you think anyone would care if someone beat up the boss?”
- **Physical attacks** – including hitting, shoving, pushing or kicking the victim, or inciting an animal to attack.

Is Workplace Violence limited to on-campus incidents?

No. Workplace violence can occur within a workplace, at off-site business-related functions (conferences or social events related to work), and in the virtual learning and working environment.

**If you experience or witness workplace violence, contact
Public Safety at 416-675-6622 ext. 4000.**

Forms of Workplace Violence:

- pranks
- property damage
- sabotage
- pushing
- theft
- physical assaults
- psychological trauma
- anger-related incidents
- sexual assault
- arson
- murder

Workplace violence can be caused by:

- fellow employees
- supervisors
- managers
- customers
- students
- members of the public
- outside contacts

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Prevention and Awareness Resources at Humber (click links to learn more)

Programs & Tools

- [Humber Guardian App](#)
- [Campus Walk Program](#)
- [Work Alone Program](#)
- [Emergency Response Plan](#)
- [Lockdown Drills](#)
- [CCTV cameras installed around campuses](#)

Emergency Response

- 911 or ext. 4000 from desk phone
- [Alert button on desk phones](#)
- [Humber ALERT emergency response notifications](#)
- [Emergency Phones \(inside/outside buildings\)](#)
- [Emergency Response Team \(ERT\)](#)
- [Crime Reporting through Public Safety](#)
- [Crime Stoppers](#)

Employee Training

- [Human Rights Training](#)
- [Sexual Violence Awareness Training](#)
- [Bystander Intervention Training](#)
- [Active Attacker Response Training \(Run, Hide, Defend\)](#)
- [Employee Health & Safety Awareness Training](#)

To learn more, please visit these sites:

- [Centre for Human Rights, Equity and Inclusion](#)
- [Occupational Health and Safety](#)
- [Public Safety](#)
- [Office of Student and Community Standards](#)
- [Humber College Policies and Procedures](#)