 Department of Health Government of Nunavut	NURSING POLICY, PROCEDURE AND PROTOCOLS		
	Community Health Nursing		
TITLE:		SECTION:	POLICY NUMBER:
Violence in the Workplace		Administration	05-029-00
EFFECTIVE DATE:	REVIEW DUE:	REPLACES NUMBER:	NUMBER OF PAGES:
February 10, 2018	February 2021		1
APPLIES TO:			
Community Health Nurses			

POLICY:

The Department of Health and Social Services (HSS) is committed to providing a safe and healthy work environment for all staff. Therefore, HSS will not tolerate violent acts or threats by members of the public (clients /visitors) directed at staff or affiliated personnel including volunteers. This policy outlines actions to be taken in the workplace to prevent incidents of violence and to ensure the appropriate management of such incidents should they occur.

Note: Acts of violence directed by one staff member against another are managed through the Code of Conduct and the Discipline Policy contained within the Human Resources Manual.

DEFINITIONS:

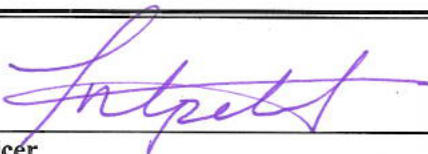

Critical Incident: a traumatic event which does or is likely to cause extreme physical and/or emotional distress to staff and may be regarded as outside the normal range of experience of the people affected.

Staff: include all permanent full time, part time and casual workers, physicians, volunteers, students & contractors.

Workplace violence: any act of force or aggression which may threaten, assault or abuse any staff member in the course of their association with HSS. It also includes psychological violence such as bullying, mobbing, teasing, ridicule or any other act or words that could psychologically hurt or isolate a person in the workplace.

POLICIES, GUIDELINES AND LEGISLATION:

Human Resource Manual

Approved by:  Chief Nursing Officer	Effective Date: April 1, 2011
Date 11 FEB 2011	
 Deputy Minister of Health and Social Services	
Date February 11, 2011	