

Workplace Violence and Serious Student Incidents – THE PLACEMAT – connecting legislation and policy

OCCUPATIONAL HEALTH AND SAFETY ACT	SAFE SCHOOLS INCIDENT REPORTING (SSIR) FORMS (2012) PPM 144 BULLYING AND BULLYING PREVENTION PPM 145 PROGRESSIVE DISCIPLINE AND PROMOTING POSITIVE STUDENT BEHAVIOUR	PROVINCIAL MODEL FOR A LOCAL POLICE/SCHOOL BOARD PROTOCOL (2015)
<p>Definitions - “workplace violence” means,</p> <ul style="list-style-type: none"> a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker, b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker, c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. <p>Section 32.0.2 - The workplace violence program shall:</p> <ul style="list-style-type: none"> a) include measures and procedures to control the risks identified in the assessment required under subsection 32.0.3 (1) as likely to expose a worker to physical injury; b) include measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur; c) include measures and procedures for workers to report incidents of workplace violence to the employer or supervisor; d) set out how the employer will investigate and deal with incidents or complaints of workplace violence; and e) include any prescribed elements. 	<p>Suspension</p> <p>Activities for which suspension must be considered under section 306(1) of the Education Act:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Uttering a threat to inflict serious bodily harm on another person ✓ Possessing alcohol or illegal drugs <input type="checkbox"/> Being under the influence of alcohol ✓ Swearing at a teacher or at another person in a position of authority <input type="checkbox"/> Committing an act of vandalism that causes extensive damage to school property at the student’s school or to property located on the premises of the student’s school ✓ Bullying ✓ Any other activity for which a student may be suspended under board policy (Boards must specify on SSIR) 	<p>Discretionary Notification of Police</p> <p>Police response may also be needed in connection with the following types of incidents:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Giving alcohol to a minor <input type="checkbox"/> Being under the influence of alcohol or illegal drugs <input type="checkbox"/> Threats of serious physical injury, including threats made on social networking sites or through instant messaging, text messaging, e-mail, and so on <input type="checkbox"/> Incidents of vandalism <input type="checkbox"/> Trespassing incidents <p>Principals should consider mitigating and other factors when deciding whether to call the police in these discretionary situations. It is expected that all other school-related occurrences not specified in the protocol will be dealt with by the principal on a case-by-case basis, and that police will be notified at the principal’s discretion. For students with special education needs, school boards should identify circumstances where a police response is neither necessary nor appropriate (Protocol, page 13).</p>
<p>PPM 120 - REPORTING VIOLENT INCIDENTS TO THE MINISTRY OF EDUCATION (2011)</p>	<p>Expulsion</p>	<p>Mandatory Notification of Police</p>
<p>For the purposes of this memorandum, the term violent incident is defined as the occurrence of any one of the following or the occurrence of a combination of any of the following:</p> <ul style="list-style-type: none"> ➤ Possessing a weapon, including possessing a fire arm ➤ Physical assault causing bodily harm requiring medical attention ➤ Sexual assault ➤ Robbery ➤ Using a weapon to cause or to threaten bodily harm to another person ➤ Extortion ➤ Hate and/or bias-motivated occurrences <p>Boards are required to report the total number of violent incidents on an annual basis to the Ministry of Education through the Ontario School Information System (OnSIS). All violent incidents that occur on school premises during school-run programs must be reported to the ministry, whether the violent incident was committed by a student of the school or whether it was committed by any other person. Boards must follow the direction in Provincial Model for a Local Police/School Board Protocol, 2011 regarding notification of the police if any of the above violent incidents occurs (PPM 120).</p>	<p>Activities for which expulsion must be considered under section 310(1) of the Education Act:</p> <ul style="list-style-type: none"> ➤ Possessing a weapon, including possessing a firearm ➤ Using a weapon to cause or to threaten bodily harm to another person ➤ Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner ➤ Committing sexual assault ➤ Trafficking in weapons or in illegal drugs ➤ Committing robbery ✓ Bullying (prior suspension for engaging in bullying and student’s continued presence in the school creates an unacceptable risk to the safety of another person) ➤ Any activity listed in subsection 306(2) that is motivated by bias, prejudice, or hate <input type="checkbox"/> Giving alcohol to a minor ✓ Any other activity for which a student may be expelled under board policy (Boards must specify on SSIR) <p>NOTE: Item 6 on Part One of the SSIR includes a check box FOR PRINCIPAL’S USE ONLY to indicate if an incident was a violent incident, as defined in PPM 120.</p>	<p>Note that mandatory police reporting does not mean that police will lay charges in every situation; however, for the incidents listed, police <i>must</i> be notified. The incidents listed include those that happen at school, during school-related activities in or outside school, or in other circumstances if the incident has a negative impact on school climate (Protocol, page 12).</p> <p>At a minimum, the police must be notified of the following types of incidents:</p> <ul style="list-style-type: none"> • All deaths ➤ Physical assault causing bodily harm requiring treatment by a medical practitioner ➤ Sexual assault ➤ Robbery <input type="checkbox"/> Criminal harassment <input type="checkbox"/> Relationship-based violence ➤ Possessing a weapon, including possessing a firearm ➤ Using a weapon to cause or to threaten bodily harm to another person ➤ Trafficking in weapons or in illegal drugs <input type="checkbox"/> Possessing an illegal drug ➤ Hate and/or bias-motivated occurrences <input type="checkbox"/> Gang-related occurrences ➤ Extortion <input type="checkbox"/> Non-consensual sharing of intimate images <input type="checkbox"/> Bomb threats

Please consult original documents for complete information.

KEY	
➤	Incidents common to PPM 120, SSIR, and/or Protocol
✓	Incidents found only in SSIR
<input type="checkbox"/>	Incidents common to SSIR and Protocol