

Policy on Violence

Senior management, managers, supervisors, office staff and workers are expected to uphold this policy, and will be held accountable by the employer.

1. The management of Grascan Construction recognizes that all workers have the right to work in a violence free workplace.
2. Grascan Construction will not tolerate any type of workplace violence.
3. No person shall engage in violent conduct or make threats of violence, implied or direct, in Grascan Construction Ltd. workplaces or in connection with Grascan Construction Ltd. business.
4. Every worker must work in compliance with this policy and the supporting program.
5. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.
6. All incidents of violence or threatening behaviour shall be investigated immediately after the report is made. Investigations may involve local Police, management and other appropriate parties. Details of the incident or complaint, including identifying information, will not be disclosed unless necessary for the purposes of the investigation or by taking corrective action
7. Summon Immediate Assistance if there is a serious threat or violence in progress.

Consequences

1. Individuals who are found to have engaged in threats, intimidation or violence will be subject to disciplinary action which may result in termination of employment, expulsion from workplaces, and a ban from Grascan Construction Ltd.' workplaces.
2. The victim may also initiate criminal or civil proceedings against individuals who engage in workplace violence.

January 4, 2021
Date


Angelo Grassa, P. Eng.,
President