

VIOLENCE IN THE WORKPLACE

Threats, threatening behaviour or acts of violence against employees, subcontractors, visitors, guests or other individuals by anyone at the shop or on project sites will not be tolerated. Violations of this policy will lead to disciplinary action, which may include termination of employment.

Any person who makes substantial threats, exhibits threatening behaviour or engages in violent acts at the shop, yard or project sites will be immediately removed from the premises and prohibited from returning to any company sites until such time as a complete investigation of the incident has been completed. The outcome of the investigation could include suspension and/or termination of employment or criminal prosecution of the person or persons involved.

All employees are responsible for notifying Dale or Clint or the Safety Representative of any threats they have witnessed, received or have been told that another person has witnessed or received. Even without an actual threat, personnel should report any behaviour they have witnessed which they regard as threatening or violent when that behaviour is job related or might be carried out on a company controlled project. Employees are responsible for making this report regardless of the relationship with the individual who initiated the threat or threatening behaviour and the person or persons who were threatened or were the focus of the threatening behaviour.