



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Annual Report – Violence and Harassment Prevention in the Workplace - January 1 to December 31, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2025-06-23

Recommendation(s)

That the Niagara Police Service Board (Board) receive this report for information.

Key Facts

- The purpose of this report is to advise the Board that the Niagara Regional Police Service (Service) is in compliance with By-Law 430-2024 as it relates to Violence and Harassment Prevention in the Workplace.
- The Chief of Police is required to provide a written report on an annual basis to the Board with respect to Violence and Harassment Prevention in the Workplace.
- The Service confirms compliance with the provisions of the Occupational Health and Safety Act (OHSA) for the year ending December 31, 2024.

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

By-Law 430-2024 requires the Chief of Police to make an annual written report to the Board, which includes:

- (i) A summary of the written procedures with respect to the workplace violence and harassment prevention policy;
- (ii) Confirmation of compliance with the policies and procedures regarding workplace violence and harassment; and
- (iii) Results of the program evaluation to reassess the risks of workplace violence to ensure that the related policy and programs continue to protect workers from workplace violence.

General Order (GO) 222.07 – Workplace Violence and GO 104.13 – Respectful Workplace Policy, outline the Service's policies in relation to the prevention of violence and harassment in the workplace. These policies are reviewed at least annually or sooner if legislative amendments occur that require a policy update. Policy compliance has been maintained through the reporting period.

In compliance with the provisions of the OHSA, workplace violence risk assessments are required to identify areas within the Service, where there is a potential risk of violence arising from the nature of the workplace, the type of work, or the conditions of work. There have been no significant risks identified through any of the assessments that have been conducted in recent years.

Service policy requires risk assessments be conducted every five years or sooner if there is a significant change in job duties or physical work location. Updated assessments were previously identified to be a priority and are currently being completed throughout the Service. In accordance with the OHSA, the results of the assessments will be communicated to the Joint Health and Safety Committee.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This report is being provided for information purposes.

Relevant Policy Considerations

- GO 222.07 - Workplace Violence
- GO 104.13 - Respectful Workplace Policy
- By-Law 430-2024 - Violence and Harassment Prevention in the Workplace
- Relevant Collective Agreement(s), OHSA, and the Ontario Human Rights Code, guide the workplace violence and harassment protocol for the Service.

Other Pertinent Reports

8.20 – 2024.07.25 - Annual Report – Violence and Harassment Prevention in the Workplace – January 1 to December 31, 2023.

This report was prepared by Cheryl Pathe, Manager, Member Health and Safety and reviewed by Linda Blood, Director, Human Resources. Recommended by Paul Koscinski, Acting Deputy Chief, Support Services.



Submitted by:

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Acting Chief of Police

Appendices

Not applicable.