

Faculty and Staff Presentations

2011

CAMPUS POLICE PRESENTATION

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Workplace Violence, Potential Violence and Domestic Violence—Elgin Austen

Introduction to Presentation that includes:

- **Campus Police authority**
- **A few statistics**
- **Workplace violence, potential violence and Domestic Violence**
- **The support you can expect for Campus Police and**
- **How we can assist**

With a combined population at Western, our Affiliates and the Research Park of 40,000 to 50,000 persons, the University is the size of a small city and with so many people incidents of workplace violence do occur. You might be interested to know that during 2010 Campus Police responded to 8,000 calls; we conducted 103 investigations related to personal safety concerns, including 6 incidents of violence of worker on worker, and 21 incidents of domestic violence.

- Campus Police authority is derived through the Ministry of Public Safety and Special Constables are appointed by the London Police Services Board. Authority, including arrest authority on campus, is much the same as London Police have in the city of London and in the Province of Ontario. 911 at the University connects to Campus Police 24 X 7 and we have a direct link to LPS, if needed.
- Investigations and assessments include physical occurrences including threats, assaults, Domestic Violence and stalking although our statistics, on a per capita basis, are much less than in the rest of the city.
- Through our CPTED (Crime Prevention through Environmental Design) program, we have conducted well over 200 major workplace assessments with environmental changes as an outcome designed to improve physical safety.
- It is clear that workplace violence is a health and safety hazard.
- If you will look at your large coloured folder “A Safe Respectful Campus” (which we’d like you to take away and keep handy) there are definitions on the front and a continuum of violence chart on the back. You will see that the Occupational Health and Safety Act now defines workplace violence in this way:

POWERPOINT #25

- **Workplace violence is:**
 - **“(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... that could cause physical injury... or**
 - **(c) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force...that could cause physical injury....”**
- An employee that is abused, threatened or assaulted would be classified as suffering from workplace violence.
- **Please see examples of escalated behaviour noted in your brochure:** (aggressive outbursts, verbal or written threats, domestic violence, weapons threats, physical assault such as pushing, hitting, kicking, punching, throwing items, stabbing, beating, choking, shooting.) These are criminal acts at levels 3 and 4 on the violence continuum on the back page of your handout. They require immediate response.
- Personal Safety trumps privacy when personal safety becomes a concern. Campus Police can investigate and assist in defining the extent of concern there should be and, after assessment of the circumstances, take action that is necessary.
- Here is a quick video providing an example of escalated behavior:

POWERPOINT #26 VIDEO (38 seconds)

- In that scenario you saw the destruction of property in an aggressive outburst that potentially put people in danger.
- The young man did the right thing in getting the student to safety and asking her to call “9-1-1”.
- He decided to stay with the professor to calm him. He could, however, have chosen to remove himself to a place of safety; that was his judgement call.
- Our advice is, ensure personal safety first and call for help immediately; avoid escalating the situation. Leave an unsafe area and call Campus Police at 911; employees working in an offsite location should call their own emergency number; at the hospitals, that’s 5555. More serious off-site situations would require a London Police Services response at 911.

- Depending on the circumstances, if you have good presence of mind, and have been trained, you may choose to try to calm the aggressor with non-threatening body language, a calm tone, and no efforts to argue.
- Under the Occupational Health and Safety Act, you have the right to work in an environment free of violence and the right to refuse work if you have reason to believe that your work puts you at risk from workplace violence.
- **In addition, with Bill 168, the following change has been introduced:**

POWERPOINT #27

Section 32.05 (3) It is “An employer’s duty to provide information to a worker ... including personal information, related to a risk of workplace violence from a person with a history of violent behaviour if

- a) the worker can be expected to encounter that person in the course of his or her work; and**
 - b) the risk of workplace violence is likely to expose the worker to physical injury.”**
- At Western, such a risk could be posed by a student, an employee, or a member of the public.
 - How would this apply in the case of the researcher in the video you just saw?
 - Following the 911 response, no assumptions would be made by Campus Police investigators. Once everyone was safe, a thorough investigation would be conducted to determine **WHAT HAPPENED HERE!** Background checks would be conducted in Campus Police records as well as London Police and National CPIC Records.
 - If there was justified risk to personal safety of persons, the subject person would be removed from the university until the environment could be stabilized, and not returned until it was determined this was safe to do so. Tools available FOR Campus Police to consider include: a Trespass Notice, Criminal Charges, Recognizance to remain off campus and keep the Peace, Union involvement, professional counselling, EAP, and medication and in the case of a student the Code of Student Conduct combined at a later time with a forensic psychiatric assessment, if applicable, being applied in support of a ‘safe return to campus’.

- We have experience with such matters on an annual basis and have linkages with a wide range of professional resources to assist.
- While worker safety is paramount, the need to advise other employees about the person's police record would be rare and H.R. and Campus Police would be involved with Faculty or Department leaders in the decisions.

POWERPOINT # 28

- According to a 2004 Statistics Canada study, nearly one-fifth of all incidents of violent victimization in Canada, including physical assault, sexual assault and robbery, occurred in the victim's workplace.
- Risk assessment, and risk management measures are key to prevention of escalation, accompanied by early identification of the behavior, reporting, thorough investigations and collaboration.
- Bill 168 has another dimension of violence--domestic violence—that has been added to the list of risks an employer must address.
- Section 32.0.4 of the Occupational Health and Safety Act now reads :

POWERPOINT #29

“If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would or would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker.”

Many tools are available at Western to support the victim. The key component is early intervention and to seek advice and guidance from resources that can assist. Most Domestic Violence reports are direct to Campus Police from the victim, but could come through leaders or co-workers.

POWERPOINT #30

- The OHSA does not define “domestic violence”; however, *Domestic violence* “is widely understood to be a pattern of behaviour used by one person to gain power and control over another person with whom he/she has or has had an intimate relationship. This pattern of behaviour may include physical violence, sexual, emotional, and psychological intimidation, verbal abuse, stalking, and using electronic devices to harass and control.” (OHSC Guidebook)

POWERPOINT #31

Stats

- We have American studies that tell us that, in the U.S., 24% of employees —nearly one in four—have experienced domestic violence.
- Furthermore, 70% of individuals suffering from domestic violence are victimized at work.
- In another U.S. study, the Corporate Alliance to End Partner Violence, found that 64% of full-time employed adults who were victims of domestic violence indicated their work performance was significantly impacted.
- Domestic Violence investigations are extensive and are conducted in accordance with Provincial Adequacy standards.

POWERPOINT #32 Process and Resources at Western:

- In the following video, you will see how Western resources were brought in to address an incident of student on student domestic violence, and the role the academic program director played.

POWERPOINT #33 VIDEO: (5 minutes)

- As Darren Meister pointed out, these situations likely occur more than we know, not just between students, but in the lives of employees.
- Our goal today is to clarify what you can do to help create an environment where victims of domestic violence do not remain isolated and where people can be confident that help is available.
- **IN SUMMARY, it is important to recognize that no one is alone in making decisions on actions to take. Resources are available. Contact one up in supervision. Contact Campus police when behaviour is escalated and personal safety is of concern; when violence, potential violence or domestic violence is an issue.**

- We are very fortunate, at Western, to have access to the expertise of Barb Macquarrie, Community Director of the Centre for Research and Education on Violence against Women and Children. I'd like to invite Barb to speak now, to help us become more aware of the warning signs and risk factors of domestic violence, and to talk about how a workplace can contribute to a safe plan for victims of domestic violence.