



**END
THE SILENCE
STOP
THE VIOLENCE**

OSSTF/FEESO VIOLENCE IN THE WORKPLACE

INTRODUCTION

OSSTF/FEESO VIOLENCE IN THE WORKPLACE

Dealing with violence in the workplace has always been a priority for OSSTF/FEESO and action has been taken on workplace violence through:

- Consulting grassroots members
- Lobbying
- Grievance/Arbitration
- Bargaining
- Polling to track issues, perspectives, messaging

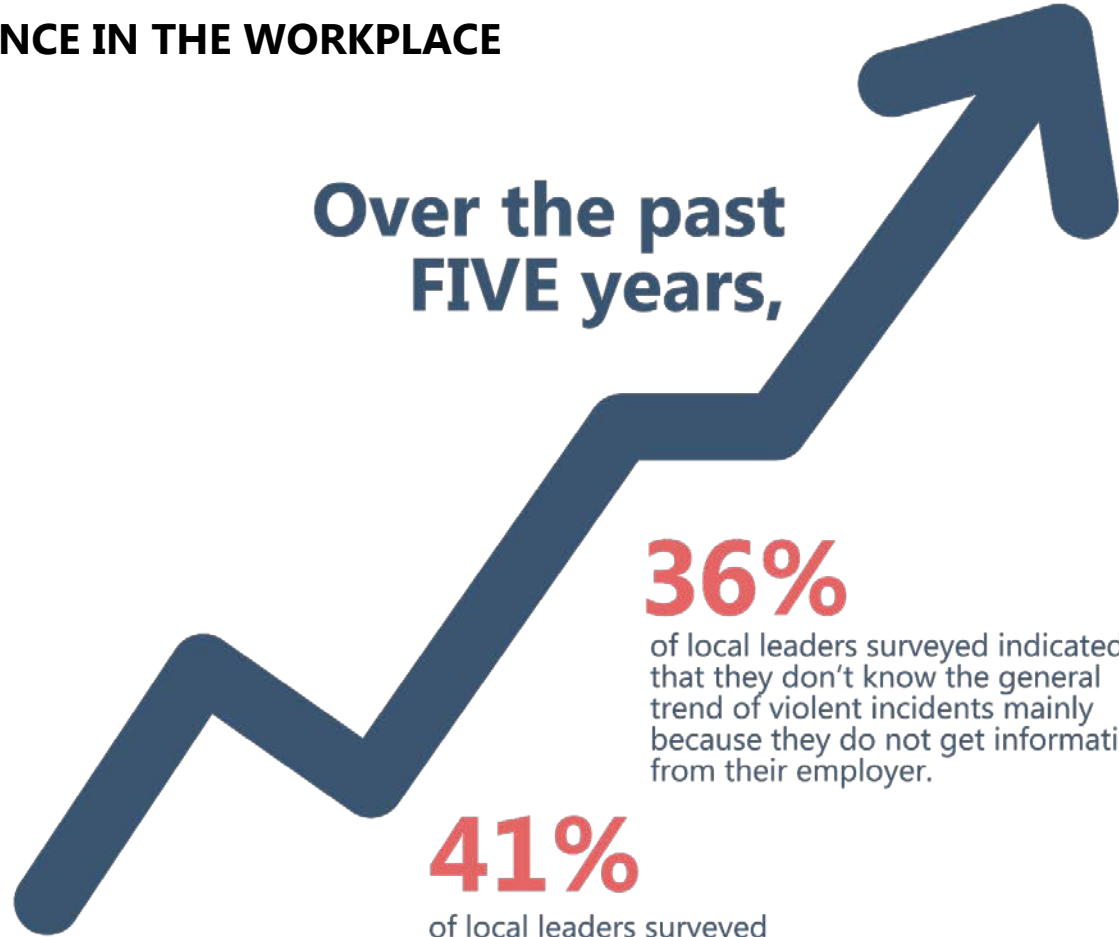
Too many members have been seriously injured due to preventable incidents of workplace violence and hopefully, with the help of grass roots members, local leaders and local Health and Safety Officers, the risks can be reduced and controlled in the future.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE



Over the past
FIVE years,



36%

of local leaders surveyed indicated that they don't know the general trend of violent incidents mainly because they do not get information from their employer.

41%

of local leaders surveyed indicated that the number of violent incidents reported has RISEN.

0%

of the local leaders surveyed said that the number of violent incidents have FALLEN.

43%

of local leaders surveyed indicated that access to violent incident reporting forms either VARIES or is VERY INCONSISTENT from worksite to worksite.

OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ACTION THROUGH BARGAINING

As part of the Central Table Agreements ratified in 2015, two groups to address violence in the education workplace were created and are still meeting:

PROVINCIAL HEALTH AND SAFETY WORKING GROUP

(ALL AFFILIATES, EMPLOYER REPS, MOL, MOE)

The parties agree to participate in the Provincial Health and Safety Working Group. The purpose of the working group is to consider areas related to health and safety in order to continue to build and strengthen a culture of health and safety mindedness in the education sector. Areas for discussion may include:

- Violence in the Workplace;
- Occupational health and safety training, including training for OSSTF/FEESO members;
- Caring and Safe Schools as it relates to OSSTF/FEESO members;
- Health and safety considerations in high risk areas of the school; and
- Any other health and safety matters raised by either party.
- Jane Ste Marie and Norm Westbury represent OSSTF/FEESO at this table.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

VIOLENCE PREVENTION TRAINING WORKGROUP (OSSTF/FEESO, EMPLOYER REPS, MOE)

OSSTF/FEESO will be consulted, through the Central Labour Relations Committee, regarding the development/purchase of a training program on the prevention of violence for employees whose core duties require them to work directly in contact with students who may pose a safety risk.

The Central Labour Relations Committee will consider the following points in developing the training module program including:

- Causes of violence;
 - Factors that precipitate violence;
 - Recognition of warning signs;
 - Prevention of escalation,
 - Controlling and defusing aggressive situations; and
 - Employee reporting obligations.
- Suzette Clark, Kerri Ferguson, Jane Ste Marie and Norm Westbury represent OSSTF/FEESO at this workgroup.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ACTION THROUGH ADVOCACY

LOBBY DAY MARCH 29, 2017

About 125 OSSTF/FEESO local leaders, Provincial Executive members and provincial staff descended on Queen's Park to lobby 93 out of 106 sitting Members of Provincial Parliament, from all three political parties, on the issue of preventing school/workplace violence.

Some of the MPPs met by OSSTF/FEESO delegates were Premier Kathleen Wynne, NDP Leader Andrea Horwath and PC Leader Patrick Brown, who all indicated their willingness to support the initiative. Education Minister Mitzie Hunter and Labour Minister Kevin Flynn were also receptive to OSSTF/FEESO's suggestion to create an education-sector regulation to deal with the issue of school/workplace violence. As well, over 70 MPPs, including all party leaders and the Minister of Education, agreed to be photographed with the OSSTF/FEESO placard stating, *I stand with #OSSTF on the issue of #school violence.*



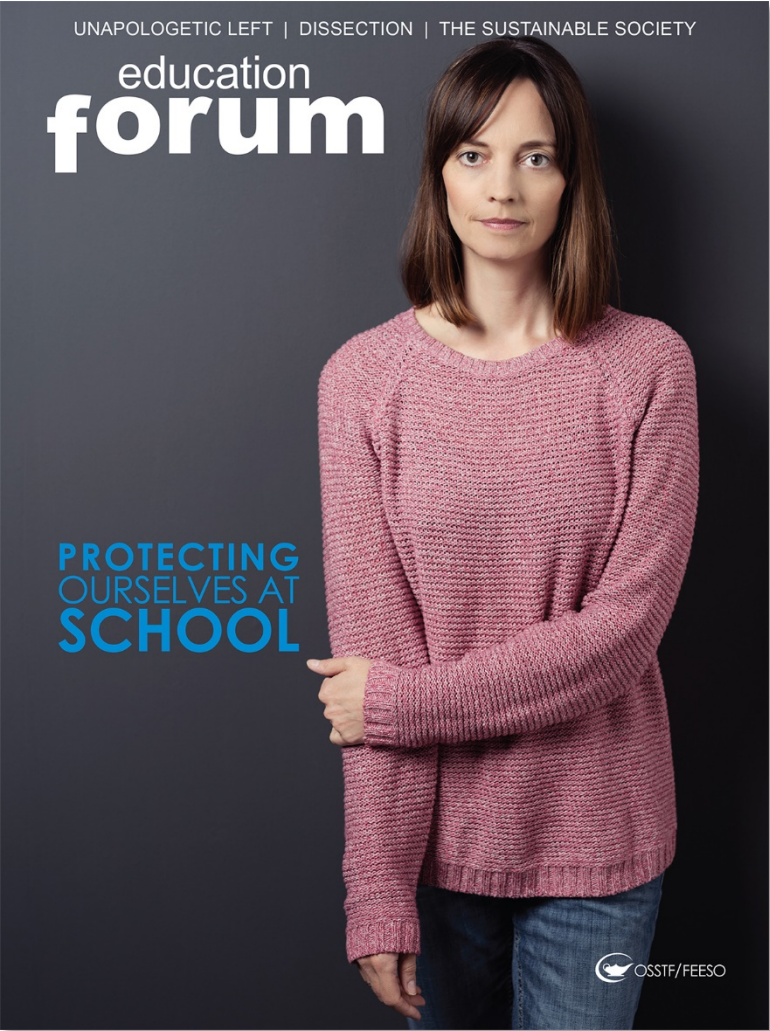
OSSTF/FEESO VIOLENCE IN THE WORKPLACE



IMPROVING The LEARNING ENVIRONMENT



OSSTF/FEESO VIOLENCE IN THE WORKPLACE



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ACTION RESULTING FROM ADVOCACY AND EDUCATION

PROVINCIAL COUNCIL ANNOUNCEMENT BY MINISTER OF EDUCATION MITZIE HUNTER AND MINISTER OF LABOUR KEVIN FLYNN

The Ministers attended the June 2, 2017 meeting of Provincial Council and made a significant announcement with 4 key components regarding the issue of violence in the education workplace:

- The Ministry of Labour began an enhanced enforcement initiative beginning this fall, **specifically targeting workplace violence** in schools. Every single school board in the province will be visited by a manager, regional program coordinator and by an inspector. In total, more than 70 district school boards across the province will receive a visit in 2017-2018 from ministry officials.
- With input from the Provincial Working Group on Health and Safety, which was established through the central bargaining process, the Ministry of Labour will be creating education sector specific guidance documents which will have the same authority as those produced by a Section 21 Committee under the Ontario Health and Safety Act (OHSA). The guidance material will be completed and published during the 2017-2018 school year. **Ministry of Labour enforcement teams will be visiting every school board in the province to review the boards' obligations under the OHSA.**



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

(...)

- Keeping in mind that highly sensitive and privileged information may be contained in a student's Ontario Student Record (OSR), the government is committed to ensuring that all education workers have access to the information they need to protect themselves and maintain a safe and inclusive classroom for students and other staff. Next steps will be predicated on advice from the Working Group, whose experience and expertise will inform next steps **to expand access to information by the spring of 2018.**
- A full review of reporting requirements for violent incidents will be undertaken, with the goal of creating a simple, standardized reporting process that is accessible online, and will facilitate the collection of accurate data **with implementation in the spring of 2018.**



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

In December 2016, OSSTF/FEESO also established a Violence in the Workplace Task Force to consider the issues related to workplace violence and the most effective way to advocate for and achieve the protection of members. The first action the Task Force undertook was to organize interviews with members from every district about their experiences with violence in the workplace.



PRESIDENT'S SPEECH AMPA 2017

The establishment of the Violence in the Workplace Task Force is a major step, but it's going to require a lot of work on both the provincial and local levels to align all of our resources and all the actors – our Federation, our employers and the government – to address, and, ultimately, to eliminate, violence in our schools and on our university campuses.

OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ACTION THROUGH POLLING

In Vector polling, conducted in May 2017, the public was asked an initial question as to what they rated as the greatest problem in public schools.

RESULTS:

- Violence by students against teachers was rated the greatest problem in public schools “in your community” according to **49%** of Ontarians
- **47%** of Ontarians said students with emotional/behaviour problems who disrupt learning
- Overcrowded classes came in third at **40%**
- School closures (**28%**) and lack of computer technology (**24%**) ranked the lowest



END
THE SILENCE
STOP
THE VIOLENCE

OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ANALYSIS:

- Violence in schools and dealing with students with emotional / behavioural issues have now overtaken large class sizes as a prime concern for Ontarians in education.
- Recent media coverage of violent incidents in schools coupled with recent campaigns by OSSTF/FEESO and ETFO around violence in schools may account for some of this increase.
- It is worth noting that violence in schools was a prime concern across the country.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

QUESTION: DO KIDS FEEL SAFE IN THEIR SCHOOLS?

When parents with children who attend either public or private elementary or secondary schools were asked if their kids feel safe in their schools, the results were both interesting and consistent.

- **30%** of all parents in Canada said that their kids feel unsafe at school or are afraid of students with behaviour problems
- The number is the same for Ontario private school parents and Ontario parents with kids in public schools—**30%**
- **39%** of school parents living in the Greater Toronto Area said that their kids feel unsafe

ANALYSIS:

- With almost 1 in 3 students feeling unsafe at school, the issue of violence in schools and helping students with behaviour problems is a key message.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

QUESTION: STUDENT VIOLENCE—WHO OR WHAT IS TO BLAME?

The poll asked “who or what is to blame” for why students disrupt learning or attack staff. There were six randomized options to choose from to determine who or what respondents thought was the most to blame for this issue.

RESULTS:

- **46%**—Parents
- **24%**—Not enough staff or teachers to help students with behaviour problems
- **09%**—Violent TV and video games
- **09%**—Overcrowded classrooms (too hard for teachers / staff to maintain discipline)
- **07%**—Teachers / staff don't know how to manage their classes / students
- **06%**—Principals are too lenient – don't punish students



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ANALYSIS:

- Public appears eager to point the finger at parents primarily for the reason why students are disruptive or act violently.
- Encouraging to see that the second highest response has to do with the lack of staffing to help students with these problems.
- The results also go against what many members see as a way to deal with students who continue to be problematic in schools. The public does not see that a lack of discipline leads to students being violent.
- The public recognizes that staff know how to manage classrooms/students.



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

QUESTION:

A list of five potential solutions were provided to the public to consider regarding how to deal with students who are violent or disruptive in schools. There were three “progressive” solutions proposed versus two punitive approaches, which were randomized for those taking the poll. People were asked to determine how effective they thought each solution would be.

RESULTS: What the public said would be a *very effective* solution:

- **43%** said hiring more specialists to support students with emotional problems
- **37%** said more staff to work 1-on-1 with students
- **35%** said to train teachers and staff to manage students with behaviour problems
- **23%** said to place disruptive students in separate classes
- **23%** said to suspend or expel student who make trouble more often



OSSTF/FEESO VIOLENCE IN THE WORKPLACE

ANALYSIS:

- All three of the progressive solutions rated the highest amongst the public are proactive ones.
- Key message supported by the public is hiring more staff to support students.
- Training for staff also rated high.
- What is interesting is that the public doesn't support increasing punitive measures against students.





**END
THE SILENCE
STOP
THE VIOLENCE**

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE



**END
THE SILENCE
STOP
THE VIOLENCE**

ACTION THROUGH CONSULTING GRASSROOTS MEMBERS

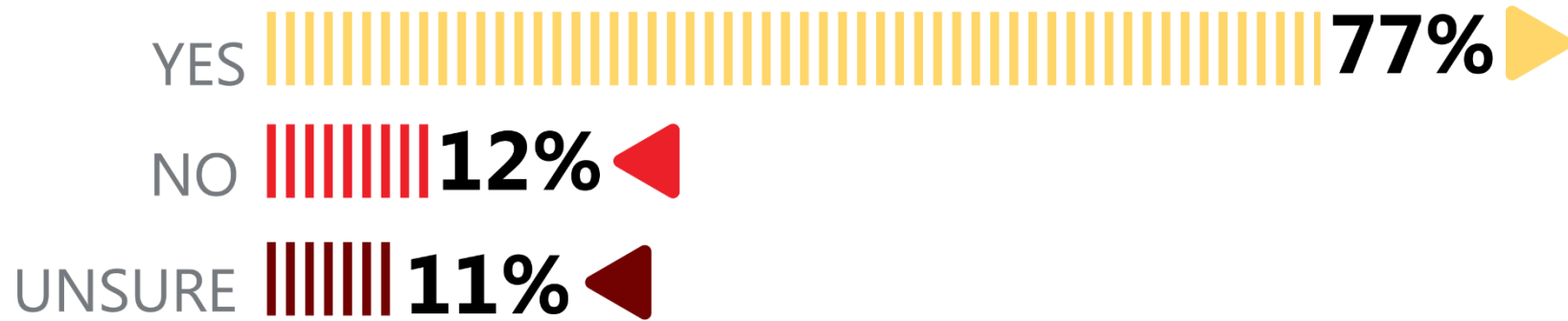
- Interviews took place in every District last school year
- In each District:
 - A grassroots member from each unit was included
 - A H&S representative from each District was included
 - Local OSSTF/FEESO leadership was included
 - Release time (usually half a day) was provided for all participants where required
- Interviews were facilitated by Provincial Secretariat

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 1 ARE YOU AWARE OF THE VIOLENT INCIDENTS FORM?

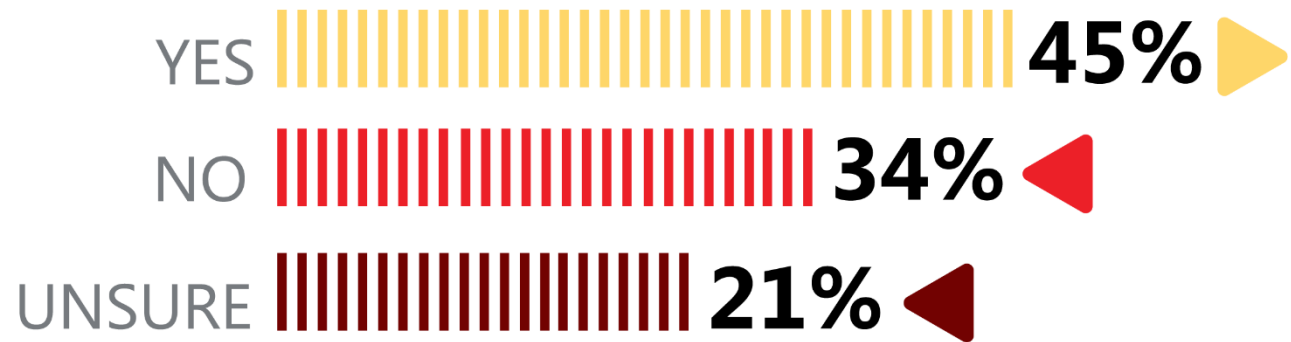


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 1 IS THE FORM EASILY ACCESSIBLE?

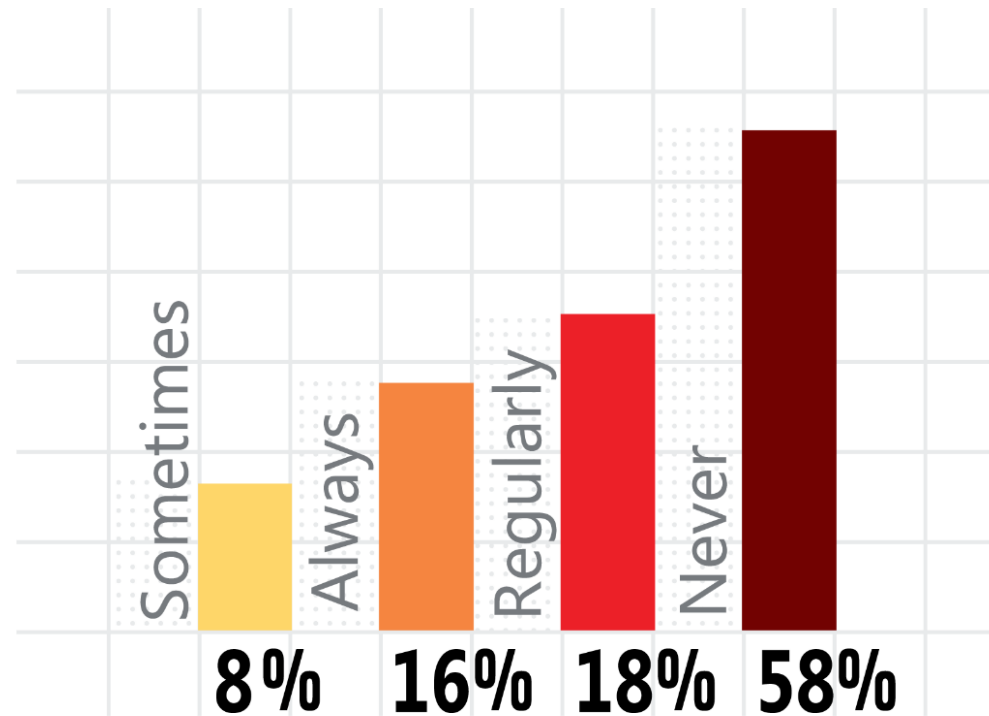


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 2 A) ARE YOU INVOLVED IN DEVELOPING A SAFETY PLAN?

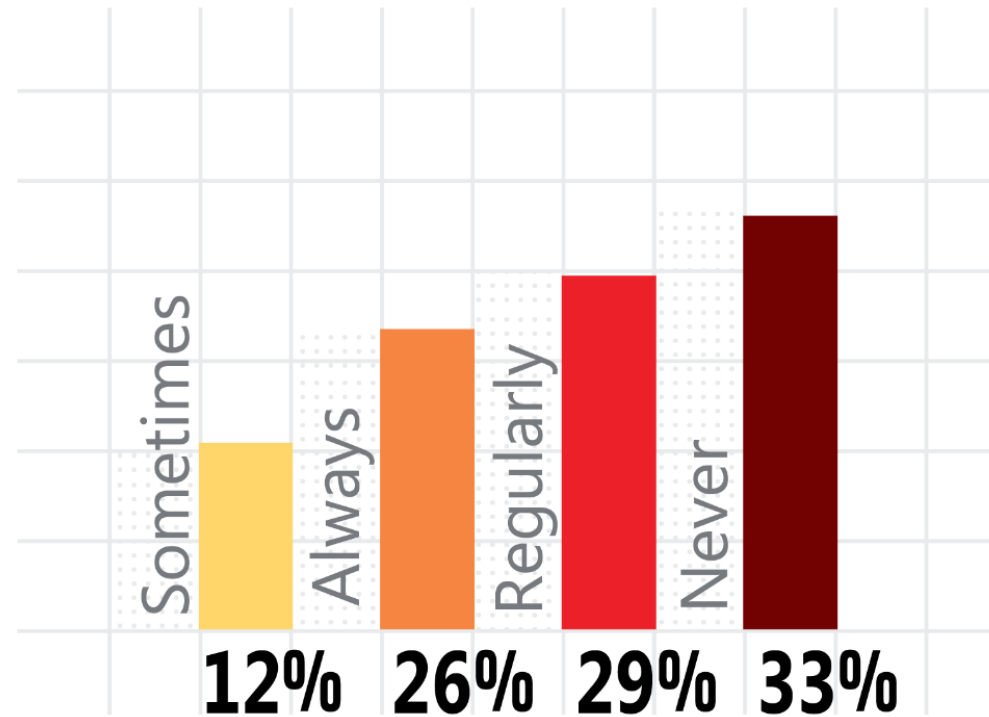


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)

**END
THE SILENCE
STOP
THE VIOLENCE**

Question 2 B) ARE YOU ABLE TO SEE A SAFETY PLAN?

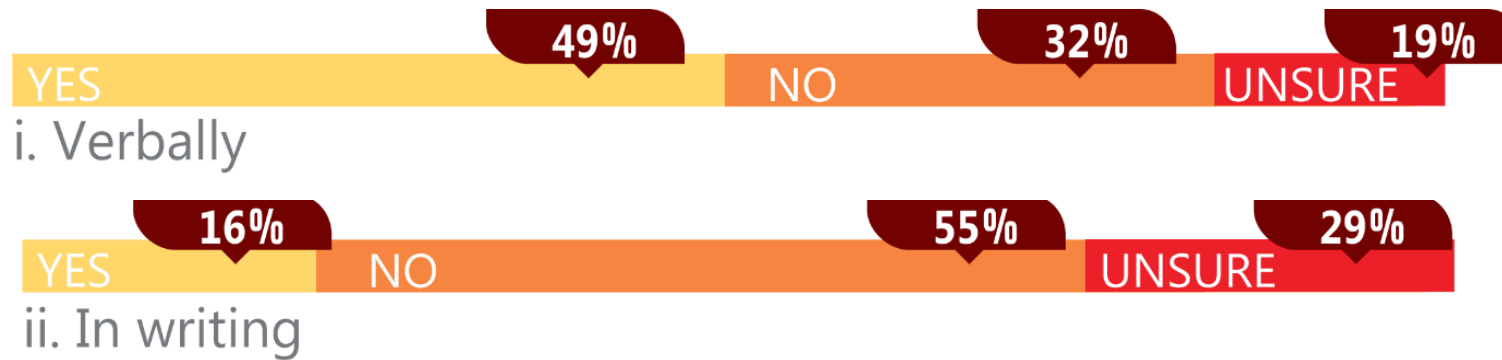


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 3 A) IS THERE PRESSURE FROM ADMIN, SUPERVISORS, PARENTS OR OTHERS TO NOT REPORT INCIDENTS?



OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 3 B) IS THERE PRESSURE FROM ADMIN, SUPERVISORS, PARENTS OR OTHERS TO NOT REPORT TO POLICE?

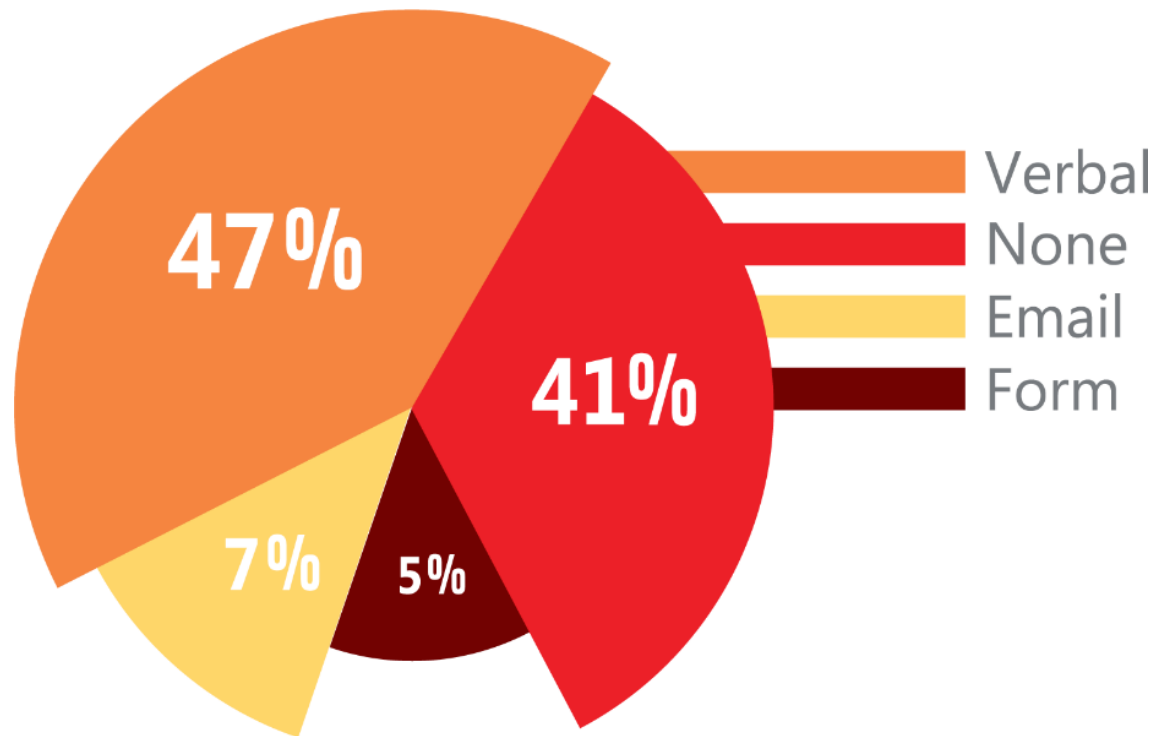


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 4 WHAT KIND OF FOLLOW UP HAS TAKEN PLACE AFTER SUBMITTING A VIOLENT INCIDENT FORM?

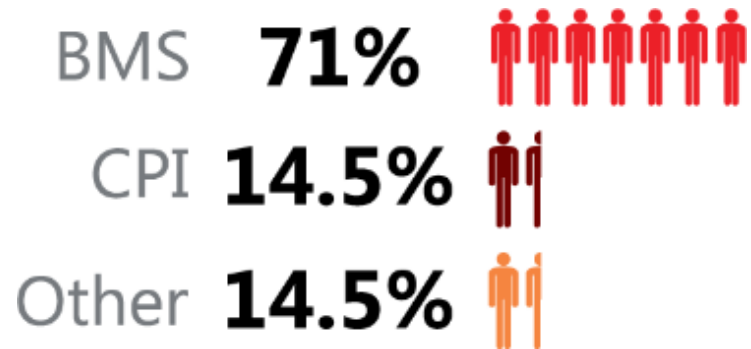


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)

END
THE SILENCE
STOP
THE VIOLENCE

Question 5 A) CURRENTLY WHAT KIND OF TRAINING IS OFFERED BY YOUR EMPLOYER?

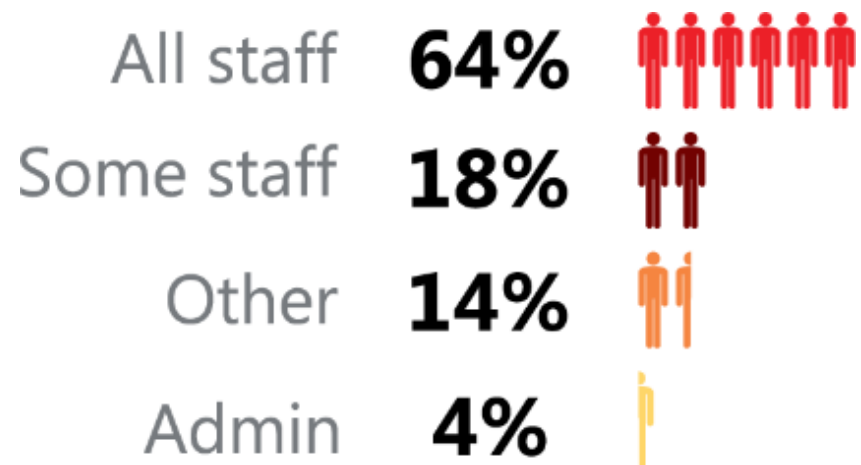


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 5 B) TO WHOM IS THE TRAINING PROVIDED?

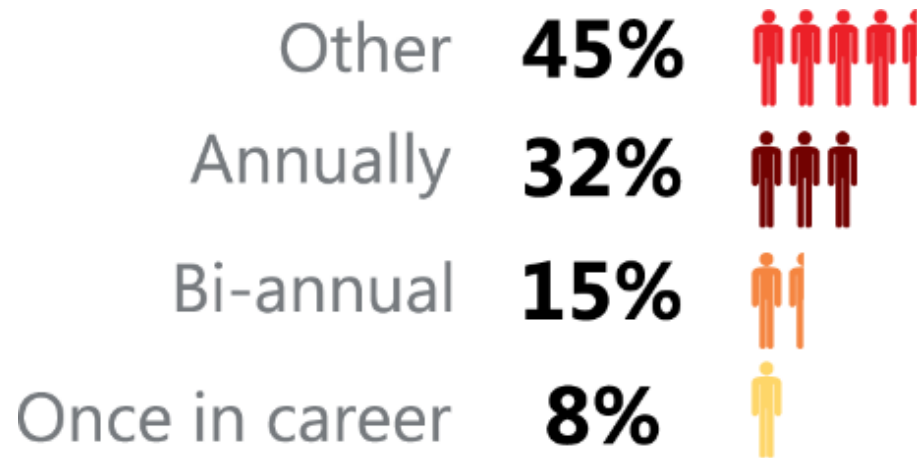


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 5 C) HOW OFTEN IS TRAINING PROVIDED?

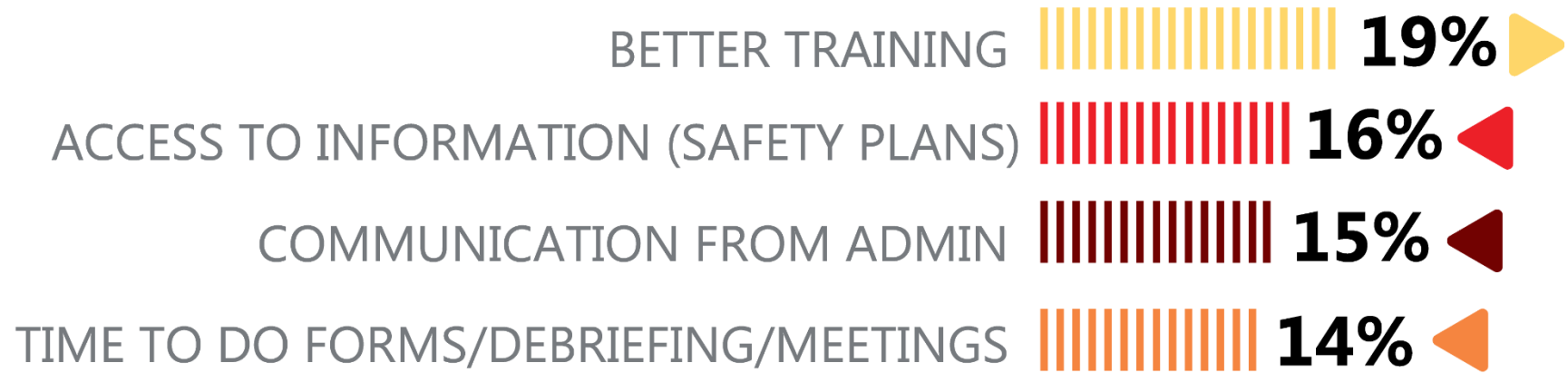


OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



Question 6 TELL US YOUR SOLUTIONS



- OTHER LESS FREQUENT SOLUTIONS INCLUDE THE FOLLOWING:
- SAFETY AUDITS
 - STREAMLINED REPORTING
 - STUDENT DISCIPLINE
 - SELF-CONTAINED CLASSROOMS



OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

(Expressed in percentages)



END
THE SILENCE
STOP
THE VIOLENCE

CONCLUSIONS FROM THE TASK FORCE INTERVIEWS

- **Reporting:** A gap exists in what OSSTF/FEESO expectations are as compared to what is happening
 - Encouragement not to report every incident
 - Lack of accessibility of the reporting form
- **Follow Up to Reports:** The follow up is not sufficient and is not seen as effective in addressing the violence problems
- **Safety Plans:** There is insufficient member involvement in the development of safety plans in addition to inadequate sharing of the plans to those who should have the information
- **Training:** There are good programs being used although improvement could be seen in the frequency of the training.

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

PROVINCIAL HEALTH AND SAFETY WORKING GROUP (PHSWG)

Met monthly last year—now meet every 2 weeks



- 2017**
- August 23
 - September 6
 - September 20
 - October 4
 - October 18
 - November 1
 - November 15
 - November 29
 - December 13
 - December 20

- 2018**
- January 10
 - January 24
 - February 7
 - February 21
 - March 7
 - March 21
 - April 4
 - April 18
 - May 2
 - May 16
 - May 30
 - June 13
 - June 20

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

PROVINCIAL HEALTH AND SAFETY WORKING GROUP

(JANE STE. MARIE AND NORM WESTBURY) HAS SEVERAL SUBCOMMITTEES.



Road Map Committee

Will develop a resource to explain the many reporting requirements under various legislations (almost completed).

Ministry of Education Resource Materials

The Ministry of Education is preparing a resource document for reporting workplace violence and dealing with workplace violence that arises out of work with special needs students (draft for January 2018).

MOL Resource Guide


The Ministry of Labour has committed to producing education sector specific guidance material that will be published during the 2017-2018 school year (in process).

Training

OSSTF has reiterated that all training should be in person and include all members of the school team.

PLACEMAT ACTIVITY

YOUR OPPORTUNITY TO HELP SHAPE THE FUTURE DIRECTION OF THE VIOLENCE IN THE WORKPLACE TASK FORCE



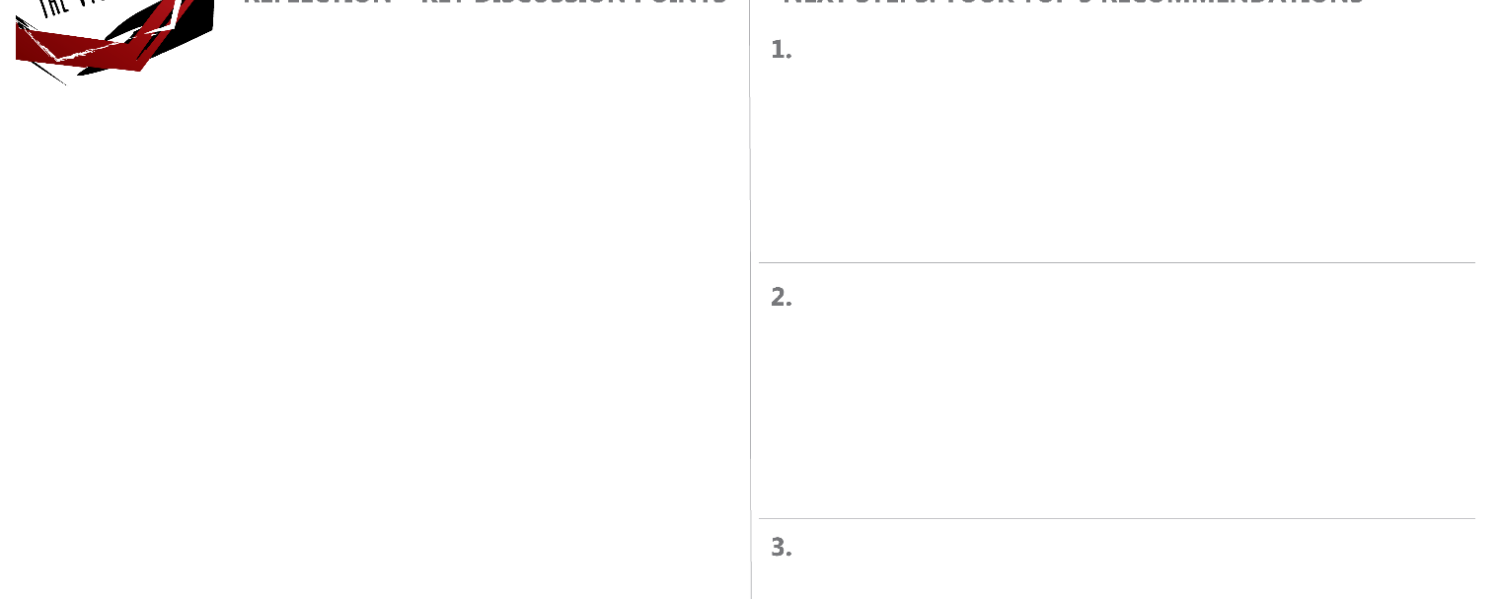
OSSTF/FEESO

VIOLENCE IN THE WORKPLACE TASK FORCE

REFLECTION • KEY DISCUSSION POINTS

NEXT STEPS: YOUR TOP 3 RECOMMENDATIONS

- 1.
- 2.
- 3.



ORDER FORM



BRISER LE
BON DE



DÉTACHANT
INSTANTANÉ
SPOT OUT
Fait de sol
non toxiqu
biodégrada
de plasti
recyclé. Sp
Out™ est v
détachant
personnel.
pour la ma
le bureau
voyages
***\$1.85**



BRACELET EN SILICONE
Entièrement en silicone
grandeur adulte
***\$0,60**

DATE LIMITE POUR
VENDREDI 13

DISTRICT, CO

Prenez note que le d
*Ces prix sont pour un

Faites parvenir votre
Libellez le chèque à
À l'attention d'Audrey

END THE SILENCE STOP THE VIOLENCE
ORDER FORM



SPOT OUT INSTANT STAIN REMOVER
Made with non toxic
Biodegradable solution and recycled plastic.
Spot Out™ Instant Stain Remover is your personal stain remover. Great for home, office and travel.
***\$1.85**



HAND SANITIZER SPRAY
Secure pocket clip
FDA approved with moisturizing aloe and vitamin E.
Contains .27 oz of antibacterial spray.
62% alcohol
***\$1.33**

CAR MAGNET 4" X 6" ***\$2.00**



LANYARDS
Thick satin with Breakaway
***\$3.50**



SAFETY WHISTLE KEY CHAIN
Split ring on whistle
***\$1.25**



SILICONE BRACELET
Made of 100% silicone, adult size.
***\$0,60**



CLICKER PEN WITH TOUCH SCREEN STYLUS
***\$.90**

DEADLINE FOR PROVINCIAL BULK ORDERS:
FRIDAY OCT. 13 2017
FRIDAY JAN. 19 2018

DISTRICT, EMAIL, ADDRESS AND PHONE NUMBER

	SPOT OUT INSTANT STAIN REMOVER	\$1.85
	HAND SANITIZER SPRAY	\$1.33
	CAR MAGNET	\$2.00
	SAFETY WHISTLE KEY CHAIN	\$1.25
	STYLUS CLICKER PEN	\$0.90
	LANYARDS	\$3.50
	SILICONE BRACELET	\$0.60
TOTAL ITEM COUNT		

Please note that the design might vary from what you see on the order form.
*Prices are for Provincial bulk order.

TOTAL \$

Please send order form to audrey.bourque@osstf.ca
Make cheque payable to OSSTF/FEESO at 60 Mobile Drive, Toronto, Ontario, M4A 2P3
Attention to Audrey Bourque

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE



OSSTF/FEESO VIOLENCE IN THE WORKPLACE RESOURCES

www.osstf.on.ca/en-CA/services/violence-in-the-workplace-resources.aspx



Ministry of Education – Policy / Program Memoranda



Lobby Day 2017: Improving the Learning Environment

www.osstf.on.ca/services/violence-in-the-workplace-resources/lobby-day-2017-improving-the-learning-environment.aspx



PPM 156

[Supporting Transitions for Students with Special Education Needs](#)



PPM 120

[Reporting Violent Incidents to the Ministry of Education](#)



PPM 145

[Progressive Discipline and Promoting Positive Student Behaviour](#)



PPM 119

[Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools](#)



PPM 144

[Bullying Prevention and Intervention](#)



PPM 9

[Reporting of Children in Need of Protection](#)



PPM 142

[School Board Programs for Expelled Students](#)



PPM 141

[School Board Programs for Students on Long-Term Suspension](#)



PPM 128

[The Provincial Code of Conduct and School Board Codes of Conduct](#)

OSSTF/FEESO VIOLENCE IN THE WORKPLACE TASK FORCE

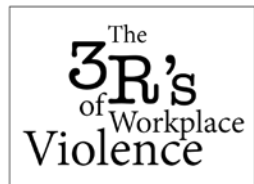


OSSTF/FEESO VIOLENCE IN THE WORKPLACE RESOURCES

www.osstf.on.ca/en-CA/services/violence-in-the-workplace-resources.aspx



Related Resources

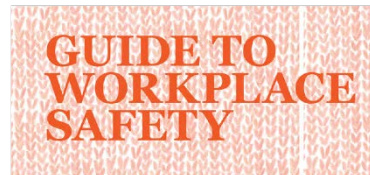


[Three R's of Workplace Violence – Rights, Resources and Responsibilities](#)[3-rs-of-workplace-violence.pdf](#)

Explore the Rights, Resources and Responsibilities of Members and workers when it comes to addressing violence in the workplace. This resource includes: legislation, regulations, relevant forms, statistics, and links to more resources.



[Workplace Violence and Harassment: Understanding the Law](#)



[Guide to Workplace Safety](#)[guide-workplace-safety.pdf](#)

This guide is a resource for all members of OSSTF/FEESO that summarizes important Health & Safety legislation, workplace hazards and controls, and information about the Workplace Safety Insurance Board (WSIB).



[Protocols for OSSTF/FEESO Member After Assault in the Workplace](#)



[Report Workplace Violence Poster](#)



**END
THE SILENCE
STOP
THE VIOLENCE**

Thank you for your support.
By continuing to work together,
our members will have safer workplaces.