

# Workplace Violence Risk Assessments - New and Improved Tools

Kristy Cork, CRSP  
Specialized Consultant, Healthy Workplaces  
[Kristy.cork@wsps.ca](mailto:Kristy.cork@wsps.ca)

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# Current State

- WVH and work-related mental harm reduction continue to be a priority focus area for the MLITSD
- OSHCO tools were launched in May 2010
  - Work has changed a lot in the last 14 years
- Incidents of workplace violence, harassment and uncivil behaviours continues to increase

# State of Workplace Violence and Harassment in Canada

2022 Survey by Western University, University of Toronto and Canadian Labour Congress:

- Over 70% of nearly 5000 respondents have experienced at least one incident of WVH in the past 2 years
  - Across sectors
  - Third-party and co-workers are most common perpetrators
- Other studies indicated “across the board”:
  - Increase in severity, frequency
  - Increased fear to report and retaliation
  - New harasser tactics

# Poll Question #1

- What tool does your workplace use to complete the workplace violence risk assessment?
  - OHSCO tools
  - Corporate template
  - We created our own
  - Other
  - I don't know
  - We do not have a completed workplace violence risk assessment

# Workplace Violence Risk Assessment Tool Development

- WSPS is leading a project to create a simple, easy to use and update tool
- Focus on simplicity and small business
- Pilot to be shared April 2025
- Tool will be free and available to all workplaces

## Poll Question #2

- What do you think are barriers for workplaces to complete effective workplace violence risk assessments (select all that apply)
  - Lack of knowledge/understanding of hazards
  - Tools are too complex
  - It is an activity just to meet legal requirements
  - Lack of knowledge on legal requirements
  - Not a priority
  - Lack of enforcement

# QUESTIONS



For all your health and safety solutions, contact:

## Workplace Safety & Prevention Services

1 877 494 WSPS (9777)

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