
VIOLENCE-FREE WORKPLACE POLICY STATEMENT

The Management of Tribute Communities recognizes the potential for workplace violence and is committed to working with its employees to provide a safe work environment. We will take all reasonable steps to protect our employees from all sources of workplace violence. Workplace violence is defined under the Occupational Health and Safety Act as:

- (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 against a worker in a workplace that could cause physical injury to the worker.
- (c) A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Violent behaviour in the workplace is unacceptable from anyone and will not be tolerated on company premises or while an employee is conducting business at other locations. Workplace violence may arise from a variety of sources including subcontractors, customers, employers, supervisors, workers, members of the public and domestic partners. Any act of violence committed by or against any employee will be subject to Tribute Communities' discipline policy and/or legal action.

There is a violence-free workplace program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns. Tribute Communities as the employer will ensure that this policy and the supporting program are implemented and maintained annually, and that all supervisors and workers have the appropriate information and instruction to protect themselves.

Supervisor must ensure that all measures and procedures set out in this policy and the supporting program are carried out in the workplace. Workers are expected to comply with this policy and program and to report any concerns or complaints to their supervisor. Management will investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner while respecting the worker's privacy as much as possible.

This policy prohibits reprisals against employees, acting in good faith, who report incidents of workplace violence or who are involved in an investigation. Management will take all reasonable and practical measures to prevent reprisals, threats of reprisal, or further violence. With everyone's cooperation, Tribute Communities will continue to be a safe and healthy workplace.



Steven Libfeld
CEO

Revision Date: December 1st, 2018
Effective: January 1st, 2019

Tribute
communities

OVER
35
YEARS

1815 Ironstone Manor, Unit 1, Pickering, Ontario L1W 3W9
Tel.: 905-839-3500 Toronto Line: 416-798-4844 Fax: 905-839-3757
tributecommunities.com