

Part	OHS Code	Intent	P	C	Risk	Guideline Statement
Part 27 Violence	<p>390 An employer must develop a policy and procedures respecting potential workplace violence.</p> <p>391 An employer must ensure that workers are instructed in</p> <p>(a) how to recognize workplace violence,</p> <p>(b) the policy, procedures and workplace arrangements that effectively minimize or eliminate workplace violence,</p> <p>(c) the appropriate response to workplace violence, including how to obtain assistance, and</p> <p>(d) procedures for reporting, investigating and documenting incidents of workplace violence.</p> <p>Response to incidents</p> <p>392(1) Sections 18(3) to (6) and 19 of the Act apply to an incident of workplace violence.</p>	There is potential for injury (both physical and mental) or death due violence occurring in the workplace	L	M	L	Ensure that workers on the farm or ranch recognize workplace violence, including non-physical violence (bullying and harassment) and procedures to deal with violence, while maintaining personal safety and the safety of others.

	<p>392(2) An employer must ensure that a worker is advised to consult a health professional of the worker's choice for treatment or referral if the worker</p> <p>(a) reports an injury or adverse symptom resulting from workplace violence, or</p> <p>(b) is exposed to workplace violence.</p>					
	<p>TWG Additional Recommendation: Definition of violence in the OHS code amended to include non-physical violence</p>	<p>Serious psychological injury and stress can occur from verbal abuse in the workplace which can result in lost productivity of all workers</p>	L	M	L	<p>Ensure there is an employee code of conduct in the workplace including treatment of other workers, and how to recognize psychological violence in the workplace.</p>