

ALIGNMENT

Canada Adds New Work Place Harassment and Violence Prevention Regulations (SOR/2020-130; Effective 1/1/2021)

Alignment to Crisis Prevention Institute, Inc. (CPI®)
Nonviolent Crisis Intervention® (NCI™), 2nd Edition Training Program

Canada Adds New Work Place Harassment and Violence Prevention Regulations (SOR/2020-130; Effective 1/1/2021)

Alignment to Crisis Prevention Institute, Inc. (CPI®) - Nonviolent Crisis Intervention® (NCI™), 2nd Edition Training Program

For 40 years, CPI® has supported organizations that strive to provide the safest environment for their staff. Not only will the NCI™ 2nd Edition training program meet the requirements in the Canadian regulation, CPI's train-the-trainer program and its family of advanced programs also offers a comprehensive array of curriculums that can meet all the needs an organization has for supporting a violence free space with an emphasis on crisis intervention and de-escalation techniques to better assist staff with achieving this goal.

Additionally, by participating in the NCI, 2nd Edition training program, staff will gain the skills and confidence necessary to handle crises with minimal anxiety and maximum security. The training will help staff intervene more safely when behaviours become dangerous.

The following chart is designed to assist you in identifying some of the ways in which CPI's NCI™, 2nd Edition training program can help organizations in Canada comply with the new requirements regarding work place harassment and violence prevention. It may also assist you in identifying areas that may require a review and/or revision in your organization's policies and procedures.

Definitions

“Applicable Partner”: In these Regulations, a reference to the “applicable partner” is to be read as a reference to the policy committee or, if there is no policy committee, as a reference to the work place committee or the health and safety representative.

Work Place Harassment and Violence Prevention Policy	Correlation with NCI™, 2 nd Edition Training
<p>(1) An employer and the applicable partner must jointly develop a work place harassment and violence prevention policy.</p> <p>(2) The policy must contain the following elements:</p> <ul style="list-style-type: none"> (a) the employer's mission statement regarding the prevention of and protection against harassment and violence in the work place; (b) a description of the respective roles of the employer, designated recipient, employees, policy committee, work place committee and health and safety representative in relation to harassment and violence in the work place; (c) a description of the risk factors, internal and external to the work place, that contribute to work place harassment and violence; (d) a summary of the training that will be provided regarding work place harassment and violence; (e) a summary of the resolution process, including <ul style="list-style-type: none"> (i) the name or identity of the designated recipient, and (ii) the manner in which a principal party or witness may provide the employer or the designated recipient with notice of an occurrence; (f) the reasons for which a review and update of the work place assessment must be conducted under subsection 6(1); (g) a summary of the emergency procedures that must be implemented when an occurrence poses an immediate danger to the health and safety of an employee or when there is a threat of such an occurrence; 	<p>As part of a comprehensive violence prevention initiative, CPI® recommends that organizations adopt policies and procedures that reflect the philosophy and strategies taught in the NCI™, 2nd Edition training program. CPI® offers a variety of resources, tools, and services that support organizations seeking to update their policies and procedures.</p> <p>The NCI™, 2nd Edition training program is designed to be easily customized making it simple for staff to incorporate organizational policy into each discussion area within the curriculum. It also aids in helping create individual personalized responses for case specific situations.</p> <p>CPI® provides support to organizations looking to review existing policies and has the expertise to provide support and consultation around the effective implementation of any workplace violence prevention plan. CPI's Policy Development Series can be instrumental in helping your organization develop and review your organization's policies and procedures. Once policies are implemented, staff should be educated regularly on the policies and procedures. These policies and procedures should be updated as needed.</p>

<p>(h) a description of the manner in which the employer will protect the privacy of persons who are involved in an occurrence or in the resolution process for an occurrence under these Regulations;</p> <p>(i) a description of any recourse, in addition to any under the Act or these Regulations, that may be available to persons who are involved in an occurrence;</p> <p>(j) a description of the support measures that are available to employees; and</p> <p>(k) the name of the person who is designated to receive a complaint made under subsection 127.1(1) of the Act.</p> <p>(3) An employer must make the policy available to all employees.</p> <p>(4) An employer and the applicable partner must jointly review and, if necessary, update the policy at least once every three years and following any change to an element of the policy.</p>	<p>CPI's train-the-trainer model ensures that the training and the related materials are easily customizable to meet the needs of the staff engaged in the training and provides practise, role-playing real-life scenarios, and problem solving activities to ensure that staff remain engaged in learning. In addition, our eLearning offerings are designed to be highly interactive and engaging and incorporate numerous learning strategies effective with adult learners. Our train-the-trainer model, coupled with either our highly customizable classroom materials or our interactive eLearning offering makes it easy to rollout training to a large number of staff.</p>
--	---

Emergency Procedures	Correlation with NCI™, 2nd Edition Training
<p>(1) An employer and the applicable partner must jointly develop emergency procedures that are to be implemented if</p> <p>(a) an occurrence poses an immediate danger to the health and safety of an employee; or</p> <p>(b) there is a threat of an occurrence referred to in paragraph (a).</p> <p>(2) An employer must make the emergency procedures available to all employees.</p> <p>(3) After every implementation of the emergency procedures under subsection (1), an employer and the applicable partner must jointly review and, if necessary, update the procedures.</p>	<p>CPI® provides support to organizations looking to review existing policies and has the expertise to provide support and consultation around the effective implementation of any workplace violence prevention plan. CPI's Policy Development Series can be instrumental in helping your organization develop and review your organization's policies and procedures. Once policies are implemented, staff should be educated regularly on the policies and procedures. These policies and procedures should be updated as needed.</p>

Training

Correlation with NCI™, 2nd Edition Training

- (1) An employer and the applicable partner must jointly develop or identify the training on work place harassment and violence that is to be provided to employees, the employer and the designated recipient.
- (2) The training must be specific to the culture, conditions and activities of the work place and include the following elements:
- (a) the elements of the work place harassment and violence prevention policy;
 - (b) a description of the relationship between work place harassment and violence and the prohibited grounds of discrimination set out in subsection 3(1) of the Canadian Human Rights Act; and
 - (c) a description of how to recognize, minimize, prevent and respond to work place harassment and violence.
- (4) An employer must ensure that an employee is provided with the training
- (a) within three months after the day on which their employment begins or, in the case of an employee whose employment began before the day on which these Regulations come into force, within one year after the day on which these Regulations come into force;
 - (b) at least once every three years after that; and
 - (c) following any update to the training under subsection (3) or their assignment to a new activity or role for which there is an increased or specific risk of work place harassment and violence.

The NCI™, 2nd Edition Training Program is designed to be interactive and allows continual opportunity for questions and answers. Whether delivered in-person or via our blended delivery option, our train-the-trainer approach ensures that knowledgeable staff are always available to assist your organization with questions or concerns they may have. In addition, CPI® leads the training industry with online learning options. From in person classroom style training to our Blended Delivery model, Video-on-Demand, DVD programs, and Prevention First™ online training you have numerous options to choose from. Many CPI® programs are also integrated with topics that are deeply relevant to the health care field, such as Trauma-Informed Care.

CPI® advocates for refresher training to take place at least annually. To help you with this, CPI® has the largest selection of refresher courses to not only refresh your staff in existing content, but to give them new skills as well. Topics ranging from trauma-informed care to communicating with those who have autism spectrum disorder can help you refresh and expand staff confidence and competency in dealing with situations.