Instructions for Completing VTIH Form

The following report is to be completed by any staff member who believes that a student, parent or community member has committed an act or acts of violence, intimidation, and/or harassment towards them or have uttered a threat as defined below:

Threat: A threat is an expression of intent to do harm or act out violently against someone or something. Threats may be verbal, written, drawn, posted on the Internet or made by gesture.

Violence: The attempted or actual exercise by a person other than a worker of any physical force so as to cause injury to a worker and includes any threatening statement or behavior which gives a worker reasonable cause to believe that he or she is at risk of injury. (WorkSafe)

Intimidation: Intimidation is the act of instilling fear in someone as a means of controlling that person.

Harassment: Any unwelcome or unwanted act or comment that is hurtful, degrading, humiliating, or offensive to another person. Of particular concern is such behaviour that persists after the aggressor has been asked to stop.

SCHOOL LEVEL STEPS

STEP 1. [Reporting of incident details]

Staff member completes the top portion of the VTIH form as soon as possible following the incident but <u>ideally</u> within 24 hours of the incident then initiates contact with manager (Principal/Site Supervisor) to implement Immediate Interim Corrective Action.

STEP 2. [Immediate Interim Corrective Action]

As soon as possible but **within 2 hours** of receiving the incident details, staff member and manager will identify immediate actions to make the scene and worker safe.

Worker keeps a copy for their records.

STEP 3. [Site-based Solutions – Evaluation, Re-evaluation, and Follow-Up]

Part 1A - Evaluation

As soon as possible but within five (5) working days of the interim action, staff member and manager complete Part 1 collaboratively to identify a site-based solution, if possible. [*If not possible, go immediately to Step 4 Part 2] If a site-based solution has been identified and mutually agreed upon, a re-evaluation date must be established within 5 student contact days and both parties sign Part 1A. Worker keeps a copy of Incident details, Interim Corrective Action and Part 1 for their records.

The VTIH form will be filed at the site:

A. Original in the site's Joint Occupational Health & Safety Committee management co-chair's file

B. Incident will be recorded in MyED as necessary.

Part 1 forms must be brought to the <u>Joint Occupational Health & Safety Committee</u> each time the parties involved sign the document. JOHSC will track each incident.

Instructions for Completing VTIH Form

Part 1B – Re-evaluation

A re-evaluation meeting **must** be held **within 5 student contact days** of the initial incident. If the site-based solution has been successful, both parties sign Part 1B. If the site-based solution has been unsuccessful the plan will be adjusted and trialled for up to an additional 5 student contact days. **Worker keeps a copy of Part 1 for their records.**

The revised VTIH form will be filed at the site and brought to the <u>Joint Occupational Health & Safety Committee</u> for review and tracking as per Step 3 (above).

Part 1C - Follow Up

If necessary, a follow up meeting must be held **within 5 student contact days** of the re-evaluation meeting. If the site-based solution has been successful, both parties sign Part 1C. If the site-based solution has been unsuccessful Part 2 must be completed.

Worker keeps a copy of Part 1 for their records.

STEP 4. [Referral to District]

Part 2

*If a site-based solution cannot be identified or agreed upon at any point in Part 1 do not sign the applicable Part and proceed directly to Part 2.

Staff member and supervisor complete Part 2 collaboratively.

Worker keeps a copy of Parts 1 and 2 for their records.

The revised VTIH form with Part 2 will be filed at the site and brought to the <u>Joint Occupational Health & Safety Committee</u> for review and tracking as per Step 2.

A copy of Part 1 and 2 are forwarded to the <u>District Health & Safety Manager</u> who will forward to the appropriate Assistant Superintendent, the Director of Student Support Services and appropriate DSAC.

DISTRICT LEVEL STEPS

Step 5. [Distribution to Appropriate District Staff]

Upon receipt of documentation the District Health and Safety Manager will assess and distribute documents to the appropriate district staff. Contact will be made with site.

Step 6. [Summary of Actions Taken]

To be completed by district personnel as determined by District Health and Safety Manager within 5 working days. This must include what is to be done, by whom, and by when.

Step 7. [Feedback to reporting staff, site manager, and site JOHSC]

To be completed by district personnel as determined by District Health and Safety Manager.

Final outcome/action will be reported back to the reporting staff member, site-based JOHSC and DSAC within time frame specified in Step 6 being implemented.



Violence/Threat/Intimidation/Harassment (VTIH) Form

Step 1. Reporting (to be completed <u>ideally</u> within 24 hours of incident)

General Infor							
District Facility (School):			Date of Incident:				
Employee's Last	t Name:	First Name:	l		Employ	/ee #:	
xact Location of	of Incident:		Time of Ir	ncident:	1		
Definition of Terr	ms and Disclosure (check all	boxes below that app	lv)				
hreat:	An expression of intent to posted on the Internet or n	o do harm or act out vic made by gesture.	olently against son				
/iolence:	The attempted or actual e	exercise by a person of	her than a worker	of any physic	cal force s	o as to cause	e injury to a worke
VorkSafeBC: ntimidation:	includes any threatening s	ening statement or behavior which gives a worker reasonable cause to believe that he or she is at risk of inju fear in someone as a means of controlling that person.					
ntimidation: Harassment:	Any unwelcome or unwant				or offer	eive to anoth	er nerson. Of part
laracomo	concern is such behavior t					18170 10 4	er pordoni. O. p.
This is a repo							
☐ Threat	☐ Violer	nce	☐ Intimidat	tion		☐ Haras	sment
Person Comn	mitting Act (if known)						
ast Name:	, , , , , , , , , , , , , , , , , , ,		First Name:				
unknown provi	ride description:						
1//1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
Vitnesses to	Incident ut anu.						
	Incident (if any)						
	incident (ii ariy)						
	cident: (attach additional pages	if necessary)					
		s if necessary)					
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		s if necessary)					
Describe the Inc	cident: (attach additional pages	s if necessary)	□ Injured \	Morker has l	Penorted	to First Aid	
Describe the Inc	cident: (attach additional pages	s if necessary)	□ Injured \	Worker has I	Reported	to First Aid	
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Describe the Inc	cident: (attach additional pages	s if necessary)			•	to First Aid	
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Describe the Incomposition of Incomposition	cident: (attach additional pages	2. Immediate In	terim Correc	ctive Actions:	on		if necessary)
Describe the Incomposition of Incomposition	Stepolete with Manager, and W	2. Immediate In	terim Correc	ctive Actions:	on		if necessary)
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Describe the Inconstruction of Information	Stepolete with Manager, and Wediate, interim actions to	2. Immediate In orker's representati	terim Corrective if applicable	ctive Actions: e: rker safe (on		if necessary)
Describe the Inconstruction of Information	Stepolete with Manager, and W	2. Immediate In orker's representati	terim Corrective if applicable	ctive Actions:	on		if necessary)
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*Review incident and interim actions with JOHSC at next meeting



Were you able to identify a site-based solution?

Violence/Threat/Intimidation/Harassment (VTIH) Form

PART 1

Step 3. Site-based Solutions (Evaluation, Re-evaluation, Follow-up)

Yes

No (If no, proceed to "Part 2" section)

Part 1A: Evaluation (identify interventions to be trialed). To be completed within (5) five working days.

Worker to Complete with Manager, and Worker's representative if applicable, with input from appropriate site personnel:

Provide a summary of the agreed upon site-based solution generated by appropriate site-based personnel

(if no agreed upon site-based solution, proceed to Part 2)	
Has a Staff Communication Plan Been Addressed?	☐ Yes ☐ No
Scheduled Date of Part 1B Re-evaluation (to be completed within (5) f	
Names of Persons Involved: (Administrator, Resource Teacher, C	Counsellor, CEA, SRO-RCMP, etc.)
By signing below, I acknowledge a site-l	pased solution has been agreed upon.
Re-assess within (5) five student contact days and comple	
(If no site-based solution can be agreed upo	
Employee's Signature:	Date Signed:
Management's Signature:	Date Signed:
*Review Part 1A with JOHSC at next meeting	
Part 1B: Re-evaluation (identify what has worked, not worked, To be completed within (5) five student contact days after Part 1A Worker to Complete with Manager, and Worker's Representative of the part of the p	site-based solution date.
To be completed within (5) five student contact days after Part 1A Worker to Complete with Manager, and Worker's Representative Date of re-evaluation completion: If re-evaluation identifies the situation remains unresolved, provide additional.	a site-based solution date. if applicable, with input from appropriate site personnel:
To be completed within (5) five student contact days after Part 1A Worker to Complete with Manager, and Worker's Representative Date of re-evaluation completion:	a site-based solution date. if applicable, with input from appropriate site personnel:
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To be completed within (5) five student contact days after Part 1A Worker to Complete with Manager, and Worker's Representative of Date of re-evaluation completion: If re-evaluation identifies the situation remains unresolved, provide additional solution(s) identified go to Part 2/Step 4. By signing below, I acknowledge a site-based solution has either been revised or has been success (If no site-based solution can be agreed upo Employee's Signature:	a site-based solution date. if applicable, with input from appropriate site personnel: //alternate site-based solution(s) here. If no additional/alternate site-based s: ful in resolving the issue n do not sign here and proceed to Part 2.) Date Signed:
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Violence/Threat/Intimidation/Harassment (VTIH) Form

Part 1C: <u>Final Follow-up</u>, if necessary (identify what has worked, not worked, necessary revisions, etc.). To be completed within (5) five student contact days after Part 1B Re-evaluation date.

Worker to Complete with Manager, and Worker's representative if applicable, with input from appropriate site personnel:

Date of completion:	Comments:	
By signing holos	w Lacknowlodge a site-based solu	tion has been successful in resolving the issue
By Signing Delo	site-based solution is unsuccessful do	not sign here and proceed to Part 2)
("	Site-based solution is unsuccessful de	onot sign here and proceed to Fart 2)
Employee's Signature:		Date Signed:
Management's Signature:		Date Signed:
*Review Part 1C with JOHSC at no	ext meeting	

PART 2

Step 4. Referral to District via the Health and Safety Department

(to be completed when no site-based solution is possible or has not been successful)

To Be Completed by Worker, Manager, and Worker's representative if applicable, with input from appropriate site personnel:

Summary of Case/Comments/Requests (provide example of requests: risk assessment, training, supports, etc.)

By signing below, I acknowledge the incident occurred as stated in the incident details section, and I acknowledge the comments/request in Part 2.

NOTE: You are required to forward a copy of Incident Details, Interim Corrective Action and Part 1 and Part 2 to the District Health and Safety Manager for distribution accordingly.

Employee's Signature:

Date Signed:

*Review with site JOHSC at next meeting



Violence/Threat/Intimidation/Harassment (VTIH) Form

Step 5. Distribution of PART 2 to Appropriate District Staff

To Be Completed by Health and Safety Manager, or designate: (A	ction to be initiated upon receipt of documentation.)					
Date received:	·					
Summary of Action Taken						
District Personnel Notified (List Names Below):						
Contact Made with Site (List Names Below):						
Note/Comments Section:						
Manager of Health and Safety Signature:	Date Signed:					
To Be Completed by District Personnel, as identified by the District Health and Safety Manager: (To be completed within (5) five working days.) Indicate Below What is to be Done, by Whom, and by When						
Step 7. Feedback to Reporting Staff, Site Manager and Site JOHSC						
To Be Completed by District Personnel, as identified by the Distri (This section must include providing feedback to the reporting person, th specified in Step 6 being implemented.)	ct Health and Safety Manager: e site manager and the site-based JOHSC within the time frame					
☐ Contact Made With Site (List Names Below):						
,						
□ Notification Date:						
□ cc: Health and Safety Manager Date:						
District Personnel Signature:	Date Signed:					

Cc: Superintendent of Schools