



UNIVERSITY OF TORONTO

University of Toronto Governing Council

Policy with Respect to Workplace Violence

January 28, 2026

To request an official copy of this policy, contact:

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Policy with Respect to Workplace Violence

Initial Approval Date	May 13, 2010
Approving Authority	Business Board
Effective Date	May 13, 2010
Responsible Office	Vice-President, People Strategy, Equity & Culture
Last Annual Review Date	January 28, 2026
Next Annual Review Date	January 2027

POLICY

The University of Toronto is committed to maintaining a workplace that is free of violence. Any act of workplace violence is unacceptable conduct that will not be tolerated. No one shall subject any employee to workplace violence or allow or create conditions that support workplace violence.

This Policy applies to conduct that occurs while on University of Toronto premises, and at work-related activities or social events occurring off-campus. Conduct that occurs online can constitute workplace violence.

If you are the victim of or a witness to a violent incident at work, as soon as safely possible contact:

- **Campus Police at:**
 - 416-978-2222 (St. George)
 - 416-287-7333 (UTSC)
 - 905-569-4333 (UTM)

Or

- **911**

Once the immediate response is underway, an employee should call their immediate superior and advise them of the situation.

Employees with concerns regarding workplace violence that do not require an immediate response should contact one of the following for advice and assistance:

- **Your supervisor** (or, if your concern involves your supervisor, you may contact someone at a more senior level of the department or division)
- **Your human resources office** (see <https://people.utoronto.ca/contact/> for a list of HR offices and their contact information)
- **Workplace Investigations Office** (see [Raise a Workplace Concern or Complaint – The Division of People Strategy, Equity & Culture](#) for their contact information).
- Community Safety Office at 416-978-1485 or community.safety@utoronto.ca

If you are the victim of or a witness to an incident of sexual violence at work, you may also contact

the Sexual Violence Prevention and Support Centre at 416-978-2266 or thesvpcentre@utoronto.ca to discuss available services and supports and options for making a formal report to the University and/or to Police.

What is workplace violence?

Workplace violence is defined in the *Occupational Health and Safety Act* as follows:

"Workplace violence" means,

- (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 it 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.

Workplace violence may constitute sexual violence. Please refer to the University of Toronto *Policy on Sexual Violence and Sexual Harassment* (<https://governingcouncil.utoronto.ca/secretariat/policies/sexual-violence-and-sexual-harassment-policy-january-1-2026>) or contact the Sexual Violence Prevention and Support Centre at 416-978-2266 or thesvpcentre@utoronto.ca.

Penalty

An employee who subjects another employee to workplace violence may be subject to disciplinary action up to and including the termination of their employment.

A student who subjects any employee to workplace violence will be subject to penalties under the *Code of Student Conduct*.

Others who subject any employee to workplace harassment will be subject to penalties that are appropriate in view of their relationship to the University.

Program

The University has developed and maintains a Workplace Violence Program to implement this Policy which can be found online at <https://people.utoronto.ca/wp-content/uploads/2025/04/Workplace-Violence-Prevention-Program-2024.pdf>.

RELATED DOCUMENTS

In applying this Policy, the University is committed to acting conscientiously and in keeping with applicable legislation as well as its own policies and guidelines. These include, for example:

- Ontario *Occupational Health and Safety Act*
- Ontario *Human Rights Code*
- University of Toronto *Code of Student Conduct*
- University of Toronto *Policy on Sexual Violence and Sexual Harassment*
- University of Toronto *Workplace Violence Program*
- University of Toronto *Workplace Harassment Program (Guideline for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment (“Discrimination Guideline”) and Human Resources Guideline on Workplace Harassment and Civil Conduct (“Civility Guideline”))*
- University of Toronto *Policy on Crisis and Routine Emergency Preparedness and Response*
- University of Toronto *Statement on Human Rights*
- University of Toronto *Statement of Institutional Purpose*
- University of Toronto *Statement on Prohibited Discrimination and Discriminatory Harassment*
- University of Toronto [Annual Workplace Violence Risk Assessment](#)

REVISION HISTORY AND UPDATES

Date	Description of Change
January 28, 2026	<ul style="list-style-type: none"> • Reformatted to policy template. • Revisions to language for clarity, i.e., “activities” to “conduct”, remove obsolete “9-911”, etc. • Added next step after immediate response and added a list of contacts for incidents that do not require an immediate response. • Updated SVSH policy link and link for Workplace Violence Program. • Added Workplace Violence Risk Assessment as related document. • Added section for revision history and updates.
April 2, 2020	<ul style="list-style-type: none"> • Addition of statement that conduct that occurs online can constitute workplace violence. • Change “sexual violent incident” to “incident of sexual violence” • Change to gender neutral language in the Penalty Section. • Updated link in Program Section. • Updated name of Policy on Crisis and Routine

	Emergency Preparedness and Response
October 26, 2017	<ul style="list-style-type: none"> • New paragraph added with reference and link to new <i>Policy on Sexual Violence and Sexual Harassment</i>. • Provides alternative contact if the complaint is against the supervisor. • Updated language to the Program section with new links to guidelines. • Added references and links to new related documents: <ul style="list-style-type: none"> ○ University of Toronto Workplace Harassment Program ○ Discrimination Guideline ○ Civility Guideline ○ University of Toronto Policy on Sexual Violence and Sexual Harassment

KEYWORD INDEX

Workplace Violence
Occupational Health and Safety Act
