



## Recognizing Violence in the Workplace

Working together, employees and leadership are in the best position to identify existing and potential hazards and the risks associated with particular locations and practices. Stantec will conduct workplace -specific and task -specific risk and hazard assessments for workplace violence to determine appropriate controls. These assessments will be performed by the local Joint Health and Safety Committee (JHSC) or designated Health, Safety, Security, and Environment (HSSE) representatives (office safety and environment coordinator or regional HSSE advisor) using specialized inspection forms and hazard assessment questionnaires. Please be aware that regional Human Resources representatives must be contacted if any employee -sensitive issues are discovered in the course of a workplace violence inspection or assessment.

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