x Physical attacks : hitting, shoving, pushing, kicking, pinching, sexual assault , a nger -related incidents, or throwing objects at another person. Physical attack may also be directed against buildings, cars , personal property , or an organization (arson, sabotage, vandalism, theft, destruction of property).

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- x Threatening behavior : shaking fists, threatening to destroy property , or throwing objects.
- x Direct threats: clear and explicit communication distinctly ind icating the potential offender intends to harm. Example: "I am going to make you pay for what you did to me ."
- x Conditional threats : communication involving a condition. Example: "If you don't get off my back, you will regret it ."
- x Veiled threats : commonly in

## Recognizing Violence in the Workplace

Working together, employees and leadership are in the best position to identify existing and potential hazards and the risksassociated with particular locations and practices. Stantec will conduct workplace -specific and task -specific risk and hazard asses sments 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 env ironment c oordinator or r egional 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 c ourse of a workplace violence inspection or assessment. 00.14BDT8C0n4 (k)14.9 (p)