

Workplace Violence Examples

Table 1. Examples of workplace violence in the education sector (other examples may exist)

The specific context of the situation and the knowledge of the individual involved in the action must always be considered. The worker must have reasonable cause to believe they are at risk of injury.

Body part where the action originates	WORKPLACE VIOLENCE REPORTING REQUIRED		BEHAVIOUR LOGGING POSSIBLE
	Contact violence (harmful/injurious physical contact) attempted or actual	Non contact violence (verbal, written, gesture threat of contact violence)	Actions not typically considered Workplace violence*
Head region	Head butting, or biting a worker	Threats directed toward worker: verbal, gesture, or written, which give the worker reasonable cause to believe that the worker is at risk of contact violence including: comments that induce fear for the worker's physical safety, ganging up or stalking.	glaring, head banging – against object or person other than a worker, involuntary head movement causing harm to a worker, moaning and crying, name calling, not listening/non compliance, screaming, staring, spitting, licking, mucus/phlegm, swearing, threatening to self harm, yelling,
Upper body – arms and body	Worker contact by pushing, shoving, pulling/twisting, grabbing, scratching, punching, slapping, pinching, throwing , slamming against, checking, use of weapons or weaponized objects, inappropriate age touching.	Gesturing to punch, slap with credible ability to make contact, and cause injury, threats using weapons or weaponized objects	clearing flailing holding hands involuntary arm or body movements reaching toward rocking rubbing slamming objects smashing objects touching repeatedly twisting – their own body
Lower body (legs and feet)	Kicking, Stomping on someone, intentional tripping of a worker	Pursuing	Bolting Flailing involuntary leg movements Leaving area Stomping

*These items could be considered baseline behaviour or if not part of baseline behaviour could, under certain situations, be part of workplace violent actions.

Note: Sexual harassment falls under bullying and harassment. Follow the internal bullying and harassment procedures.