

	WORKPLACE VIOLENCE POLICY STATEMENT	HSE Policy No.:	HSE-P-V0
		Original Release:	June, 2010.
		Revision No.:	Original
		Revision Date:	0
		Approval:	Kevin Laforet President, Windsor Casino Limited

Windsor Casino Limited is committed to the prevention of workplace violence and is prepared to take all reasonable precautions to protect our employees from workplace violence from all sources.

Workplace violence is defined as;

- the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- an attempt to exercise physical force against a worker in a workplace, that could cause physical injury to the worker;
- a statement or behaviour that a worker could reasonably interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Violent behaviour in our workplace is unacceptable from anyone. This policy applies to all employees of Windsor Casino Limited and includes acts of domestic violence and acts of violence by patrons, suppliers and contractors of Windsor Casino Limited that occur in the workplace or arise from the working relationship.

Our workplace violence program includes measures and procedures to protect employees from workplace violence, a means of summoning immediate assistance and a process for employees to report incidents of violence or raise concerns. Windsor Casino Limited will ensure our employees and management team are provided with the appropriate information and instruction to protect them from violence in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by employees and that employees have the information that they need to protect themselves.

Every employee must work in compliance with this policy and the supporting program. All employees are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats to their Supervisor or a member of Management.

The Management of Windsor Casino Limited pledges to investigate and deal with all incidents and complaints of workplace violence in a timely and objective manner, respecting the privacy of all concerned to the extent possible.

Windsor Casino Limited is committed to conducting an annual review of the Workplace Violence Policy.



Kevin Laforet
President, Windsor Casino Limited

Date: _____

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