



# Violence is not trivial

Report incidents!

INSULTS  
THREATS  
CYBERBULLYING  
PUSHING  
HITTING  
YELLING  
SCRATCHING  
BITING  
SPITTING

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## Violence at school: a real concern!

### A significant increase in situations of violence

- In 2021, more than three quarters of the CNESST's accepted claims attributable to physical violence occurred in the health sector (62.7%) and education sector (18.6%), according to CNESST statistics<sup>1</sup> for 2018-2021.
- Hard hit by the pandemic, the education sector saw a significant increase in claims (41.6%) between 2018 and 2021.
- Again, there are a significant number of accepted claims made by teachers which are attributable to psychological violence (12.6%).

This data is just the tip of the iceberg, as it represents only the claims filed and accepted by CNESST. In the spring of 2018, as revealed by a survey carried out among QPAT members, 84% of respondents already described violence against teachers as a worrying phenomenon.<sup>2</sup>

Violence should certainly never be a part of the teaching profession, and it must be taken seriously by employers and everyone involved in the school system. Whether committed by a student of any age, by an adult or by a group, intentionally or not, violence is unacceptable and must be reported.

<sup>1</sup> Statistiques sur la violence, le stress et le harcèlement en milieu de travail 2018-2021 – Commission des normes, de l'équité, de la santé et de la sécurité du travail. (in French only)

<sup>2</sup> Presentation of results from the "Workplace violence experienced by teachers" questionnaire administered to the members of the Quebec Provincial Association of Teachers. (<https://qpqt-apeq.qc.ca/wp-content/uploads/2019/09/Report-on-Violence-abridged-final-January-2019.pdf>)

## Many forms of violence<sup>3</sup>: strengthened rights and responsibilities

From physical violence (pushing, kicking, biting, throwing objects, etc.) to psychological violence including cyberbullying (threats, insults, rumours, etc.), employers must take the necessary measures to protect workers against all forms of violence. This obligation, set out in **paragraph 1 (16) of section 51 of the Act Respecting Occupational Health and Safety (AOHS)**, has been unequivocal since the occupational health and safety regime was modernized in 2021:

*Every employer must take the necessary measures to protect the health and ensure the safety and physical and mental well-being of his worker. He must, in particular:*

*(16) take the measures to ensure the protection of a worker exposed to physical or psychological violence, including spousal, family or sexual violence, in the workplace.*

### Report incidents

As an employee, you must also take measures to ensure your own health and safety and see that you do not endanger the health and safety of others, by participating in the identification and elimination of risks (section 49 of the AOHS). To fulfill this obligation, it is important to report both incidents and accidents in writing, using the form provided by your SB/SSC, so that a record can be kept and actions implemented, with interventions and appropriate follow-ups to correct the situation at risk and prevent it from deteriorating.

<sup>3</sup> - "violence": any manifestation of force, whether verbal, written, physical, psychological or sexual, intentionally exerted against a person, which causes distress, harm, injury or a sense of oppression to that person's integrity, to that person's physical or psychological well-being, or to that person's rights or property. [Education Act (art.13)]