

# **Workplace Violence Strategy – Mitigating the Impact of Violence to First Responders**

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# Campaign to Raise Awareness

- Workplace violence toward EMS front line staff is escalating
- Niagara EMS launching campaign to raise awareness that “violence toward first responders will not be tolerated”
- Implementation of a system level strategy to support staff
- Support from Regional Council to address changes to the Criminal Code

# Internal Survey of Workplace Violence Results- Underreporting is Common

- 134 Front line staff members surveyed
- 83 witnessed violence themselves to staff members in the previous 12 months but only 60 staff members reported the incidents
- Underreporting is common – 27 staff reported that they felt violence is part of the job and 26 staff felt it was useless to report it

# Total Incidents for 2023 so far greater than year totals for 2018 and 2020

TYPE OF INCIDENT	2018	2019	2020	2021	2022	2023
Verbal Assault/Harassment	3	24	10	19	14	14
Sexual Assault/Harassment	0	0	1	1	2	1
Physical Assault	26	38	34	42	28	27
Weapons on scene	1	2	1	1	6	6
Threatening Behaviour	4	0	1	4	2	1
Patient medical condition	5	2	0	4	5	7
<b>Total</b>	<b>39</b>	<b>66</b>	<b>47</b>	<b>71</b>	<b>57</b>	<b>56</b>

# Mitigation Strategies

- Collaboration with Niagara Regional Police
- Enhanced Training
- Encourage Reporting and Improved Reporting
- Enhanced Policies and Procedures
- Media Campaign to Raise Awareness
- Wellness and Resilience Programs
- Letters to those that harass, intimidate or threaten staff

# Request to Support Bills C-321 and C-345 and amend the Criminal Code of Canada

- Bill C-321 an Act to require courts to consider at sentencing the fact that the victim of violence is a first responder performing an essential public service job.
- Bill C-345, an Act to protect firefighters, paramedics and first responders and increases the penalties and maximum terms of imprisonment for the aggravated assault of first responders to the same level as peace officers including the murder of a first responder to be automatic first-degree murder charge

# Questions?