



Intelligence

state of the art threat assessment

Contents

- Editor's Note 1
- Upcoming Events 1-2
- Research Update 2
- Legal Review..... 3
- Special Announcements 4

Upcoming Events

Self-Directed Violence Workshop

Edmonton, Canada
10 – 11 June 2019

CONCEPT Summer Training Institute

Palo Alto, United States
17 - 21 June 2019

Foundational Violence Risk Assessment and Management Workshop

Calgary, Canada
23 – 27 September 2019

Advanced Violence Risk Assessment and Management Workshop

Toronto, Canada
30 September – 4 October 2019

Editor's Note



These recent developments reinforce the importance of identifying and responding to warning signs related to workplace violence.

In addition, we have several special announcements. First, the annual Canadian Association of Threat Assessment Professionals conference is being held in Niagara-on-the-Lake, Ontario, between 13-17 November 2019. Second, in collaboration MacEwan University and Fleming College, Protect International Risk and Safety Services is presenting two upcoming workshops on Self-Directed Violence. It is high time that we offered a workshop of this kind, in light of Dr. Brianne Layden's call for action in our last issue of *Intelligence*!

We hope *Intelligence* will continue to provide a forum for you to share and develop your expertise in threat assessment. We encourage you to contribute and provide feedback.

Sincerely,
Kelly A. Watt, PhD
Director and Threat Assessment Specialist at Protect International Risk and Safety Services

As always, *Intelligence* will keep you up to date with recent advances in threat assessment from around the globe through knowledge and experiences shared by leading experts.

In this issue, I will provide a research update about a recent study that was conducted by Statistics Canada related to harassment in Canadian workplaces. This study highlights that the prevalence of workplace harassment is significant, the nature is diverse, and the impact is substantial.

Also in this issue, Mr. Paul D. McClean will provide a legal review about emerging issues related to Occupational Health & Safety enforcement with a specific focus on increased fines and potential criminal liability for workplaces. This legal review will be both important and relevant to employers and threat assessment professionals.

Harassment in Canadian Workplaces

Dr. Darcy Hango, Dr. Melissa Moyser, and Mr. Sébastien Larochelle-Côté from Statistics Canada recently conducted an important study, published in [Insights on Canadian Society](#), related to harassment in Canadian workplaces. Specifically, they focused on the prevalence, nature, and impact of workplace harassment among Canadians aged 15 to 64 who worked during the past 12 months, based on 2016 data from the General Social Survey (GSS) on Canadians at Work and Home. Although this is a Canadian study, the prevalence, nature, and impact of harassment are significant and likely consistent with those experienced in workplaces in many other countries.

This study broadly defined workplace harassment as “objectionable or unwelcome conduct, comments, or actions by an individual at any event related to work that can reasonably be expected to offend, intimidate, humiliate, or degrade”. The study specifically examined experiences of verbal abuse, humiliating behaviour, threats to person, physical violence, and unwanted sexual attention or sexual harassment.

Several findings from the study are important to highlight. With respect to the prevalence of workplace harassment, the study found that more than 15% of workers reported any experiences of workplace harassment in the past 12 months. The most common form of workplace harassment was verbal abuse, followed by humiliating behaviour, threats to person, physical violence, and unwanted sexual attention or sexual harassment. For most forms of workplace harassment, women were more likely to be victims than men.

Regarding the nature of workplace harassment, the study found that workers reported being harassed by diverse groups of people. Workers were harassed by clients or customers most frequently (about 1/2 of the time), followed by supervisors, managers, colleagues, and peers (about 1/3 of the time each). In addition, consistent with other studies on the prevalence, nature, and impact of workplace violence, certain workplace occupations were associated with higher rates of harassment (e.g., health occupations, sales and service occupations).



In terms of the impact of workplace harassment, both men and women who were victims of harassment reported experiencing lower levels of workplace well-being. Specifically, they were more likely to be dissatisfied with their current job, have low motivation to do their best work, be more likely to say they are planning to leave their current job, and to have a weak sense of belonging to their workplace. Victims of harassment also experienced lower levels of personal well-being, including mental health, physical health, and stress.

In summary, this study highlights that the prevalence of workplace harassment is significant, the nature is diverse, and the impact is substantial. It is important to remember that these findings only reflect the past 12 months and are a snapshot of peoples experience of workplace harassment over their lifetime. This study should serve as a call for action to workplaces to continue to take significant efforts to identify, respond to and prevent violence.

Dr. Kelly Watt, Protect International Risk and Safety Services Inc.

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Upcoming Events

Self-Directed Violence Workshop

Peterborough, Canada
21 – 22 October 2019

Sexual Violence in Higher Education Conference and Workshop

Edmonton, Canada
20 – 22 November 2019

Upcoming Webinars

ConCEpt and Protect International “Wednesday Webinar” Series

**Specialized Violence:
Extremist Violence**
4 September 2019

[Learn more...](#)

Higher Fines and Potential Criminal Liability: Emerging Issues related to Occupational Health & Safety Enforcement

Recently, there have been record-setting administrative penalties as well as potential changes to WorkSafeBC's serious accident investigation process. The resulting risks should be of concern to all British Columbia employers and will be of interest to employers in other jurisdictions.

In British Columbia, serious workplace accidents and fatalities are investigated by WorkSafeBC. Historically, WorkSafeBC has chosen to impose administrative penalties against employers rather than pursue criminal charges. Presently, the Workers' Compensation Act (the "Act") expressly prohibits administrative penalties from exceeding \$662,102.49. To date, this maximum penalty amount has not been reached.

Nevertheless, earlier this year, WorkSafeBC came close by issuing an administrative penalty of \$646,305.00 for a failure to comply with the occupational health and safety provisions of the Act. This marked the largest administrative penalty in British Columbia history. Unfortunately for taxpayers, the penalty was issued against the Forensic Psychiatric Hospital – a government funded organization.

The penalty was in response to two separate incidents in which mentally ill patients assaulted nurses. WorkSafeBC concluded that the hospital had failed to consistently enforce its safety policies. The penalty amount was also impacted by the fact that the hospital was a repeat offender and had been

penalized multiple times in recent years. This, along with other considerations (such as the size of the employer's payroll) was taken into account by WorkSafeBC when the penalty was issued.

A similar conclusion was reached in March of 2019, when West Fraser Mills was hit with a penalty of \$637,415.60. In this case, a subcontractor was seriously injured when vacuuming hot ash. West Fraser was found to have not engaged in an adequate risk assessment before allowing work to proceed.

Beyond the trend in higher administrative penalties, in April of 2019, the British Columbia Ministry of Labour retained a Vancouver criminal lawyer to "assess" WorkSafeBC's implementation of worker safety recommendations in the wake of two fatal sawmill explosions in 2012. By way of background, following the 2012 incidents, two reports were commissioned by the former provincial government. These reports resulted in WorkSafeBC overhauling its investigation process for workplace accidents. Most in the industry considered issues surrounding WorkSafeBC's investigatory process to be resolved; however, the NDP government has indicated a receptiveness to again review this issue.

There is speculation that this new assessment will conclude that the police, rather than WorkSafeBC officers, should be responsible for leading the investigation of serious or fatal

workplace accidents.

Failing that, there is clearly a preference by the current Ministry of Labour that criminal prosecutions, rather than administrative penalties, should be the default starting point for workplace incidents which cause serious injury or death. While the Criminal Code, through the so-called Westray Law has, for fifteen years, provided for potential criminal liability for workplace accidents, historically WorkSafeBC has proceeded with administrative investigations leading to financial penalties rather than pursuing a criminal investigation. Should that change, employers (and their directing minds), may find themselves facing penal, rather than purely financial consequences.

Employers across British Columbia and other jurisdictions should consider these recent developments as stark reminders that the failure to implement and/or enforce safety policies and procedures brings the risk of serious reputational, financial and human repercussions. Of particular relevance for threat assessment professionals, these recent developments reinforce the importance of helping workplaces to identify and respond to warning signs related to violence risk and to take immediate actions and implement management strategies to prevent future violence.

Paul D. McClean, Mathews, Dinsdale & Clark LLP

CATAP: Upcoming Workshop and Conference in Niagara-on-the- Lake, Canada



The Canadian Association of Threat Assessment Professionals (CATAP) is pleased to announce its 2019 conference will be held at Queen's Landing in beautiful Niagara-on-the-Lake, Ontario, this year. The annual CATAP Conference is the premiere clearinghouse for training, sharing knowledge, networking, and connecting with professionals from law enforcement, post-secondary education, and mental health sectors, amongst others, skilled in threat assessment and risk management.

This event is open to the public with member, non-member, and group rates available, along with several registration options. Participants have the option of

attending the 2-Day Workshop and/or the 3-Day Conference.

We are very pleased to announce that FBI Supervisory Special Agent (SSA) Molly Amman will lead our 2-day Workshop, titled 'Assessing Anonymous Written Threats', on 13-14 November. This is followed by the Conference on 15-17 November, with an exciting lineup of international presenters including Dr. Peter Collins and Toronto Police Sgt. David Dickinson, the lead homicide investigator of serial killer, Bruce McArthur.

Affiliated with sister organizations world-wide (ATAP, AEATP, and APATAP), the primary goal of CATAP is to assist its members

in the accurate assessment and effective management of violence, and to better protect victims of stalking, harassment and threat situations. To this end, connecting with our amazing peers at this annual conference is often a highlight for many, myself included. I look forward to seeing our current members and to welcoming new colleagues from Canada and around the world.

Hope to see you at Niagara-on-the-Lake!

Darren Balsom, President
CATAP

Website: www.catap.ca
Program: [click here](#)
Registration: [click here](#)

Protect International Risk and Safety Services: New Self-Directed Violence Workshops

Protect International Risk and Safety Services is now offering workshops on the assessment and management of risk for self-directed violence. These workshops are timely in light of recent calls to use more structured methods that incorporate clinical judgment and evidence-based guidelines to assess and manage risk for self-directed violence rather than relying solely on clinical judgment, basic checklists, or actuarial methods. We are offering a 2-day workshop related to comprehensive risk assessment and management of self-directed violence using the Structured Professional Judgement approach. We are also offering a 1-day workshop on triaging risk for self-directed violence including identifying warning signs, prioritizing cases, and determining immediate actions. The Self-Directed Violence Risk Triage Workshop can be combined with the Violence Risk Triage Workshop when multiple and intersecting risks need to be considered by your organization.

Open Self-Directed Violence Workshops are being hosted this year by [MacEwan University in June 2019](#) and [Fleming College in October 2019](#). Please contact Protect International if you would like to consider a closed workshop tailored to the needs of your organization.