

6951 Westminster Highway, Richmond, BC
 Mailing Address: PO Box 5350 Stn Terminal, Vancouver BC, V6B 5L5
 Telephone 604 276-3100 Toll Free 1-888-621-7233 Fax 604 276-3247

The *Workers Compensation Act* requires that the employer must post a copy of this report in a conspicuous place at or near the workplace inspected for at least seven days, or until compliance has been achieved, whichever is the longer period. A copy of this report must also be given to the joint committee or worker health and safety representative, as applicable.

A revised version of the *Workers Compensation Act* took effect on April 6, 2020. The B.C. government's revisions aim to make the Act easier to read and understand, and to reorganize the numbering to make laws easier to find. The revisions make no changes to B.C.'s laws concerning workers' compensation, occupational health and safety, and employers' assessment premiums. Please be aware there may be a transitional period where correspondence from WorkSafeBC may include references to either the previous Act or the revised Act. For more information, visit www.worksafebc.com/WCA2019 or call the Prevention Information Line at 604.276.3100, or toll free within BC at 1.888.621.7233 (SAFE).

Inspection Report #202218333050A

Employer Name	Jobsite Inspected	Scope of Inspection
THE UNIVERSITY OF BRITISH COLUMBIA	3272 University Way Kelowna BC V1V 1V7	Violence in the Workplace

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Apr 13, 2022	Apr 13, 2022	Apr 20, 2022	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

**ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE
PLEASE READ FULL REPORT**

INSPECTION NOTES

This report has been issued as a result of this officer requesting the employer representative to provide working alone or in isolation procedures, violence in the workplace procedures and young and new worker orientations. This inspection focused on the campus security department. This employer hires a subcontractor to provide security guard services for this workplace.

The following information was discussed:

Working Alone or In Isolation

The employer representative stated that workers in the campus security department generally work in an office and they have regular and ongoing interactions with members of the campus community as well as ongoing and repetitious contact with the security guards. The employer representative stated the workers have the ability to summon emergency care and support. The employer representative stated that the workers in the campus security department are trained in the employer's working alone program and are the point of escalation for lone workers who use the employer's working alone safety app.

To work alone or in isolation means to work in circumstances where assistance would not be readily available to the worker in case of an emergency, or in case the worker is injured or in ill health.

Violence in the Workplace

The employer's workers in the campus security department instruct, direct and support the security guards who are expected to respond to incidents on campus. The employer has provided evidence that workers in the campus security department are trained in the employer's Violence in the Workplace Program. The employer stated the workers receive additional education and training in de-escalation and conflict resolution.

Young and New Worker Orientations

The employer representative has provided evidence that the workers in the campus security department have received young and new worker orientations. An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.

Prime Contractor

The employer hires subcontractors to provide various services at this workplace. The prime contractor of a multiple-employer workplace must ensure that the activities of employers, workers and other persons at the workplace relating to occupational health and safety are coordinated, and do everything that is reasonably practicable to establish and maintain a system or process that will ensure compliance with the OHS provisions and the regulations in respect of the workplace

If you have any questions regarding this inspection report please contact Reid McIntyre at the information provided below:

Reid McIntyre - Occupational Safety Officer - WorkSafeBC Prevention Field Services
Office: (250) 717-4329 | Fax: (250) 717-4380 | Email: Reid.mcintyre@worksafebc.com

For more information on health & safety issues in the workplace visit: WWW.WORKSAFEBC.COM

REFERENCES

In addition to any orders, or other items, and the information provided in the Inspection Notes section in this Inspection Report, the officer may discuss other health and safety issues with the employer arising out of the inspection. The information below sets out the health and safety requirements discussed with the employer, and unless otherwise noted, violations of these requirements were not observed.

Reference	Details Discussed
<p>OHS4.20.1</p> <p>In sections 4.20.2 to 4.23, "to work alone or in isolation" means to work in circumstances where assistance would not be readily available to the worker</p> <p>(a) in case of an emergency, or</p> <p>(b) in case the worker is injured or in ill health.</p>	Discussed with the employer and worker representative.
<p>OHS4.21(1)</p> <p>The employer must develop and implement a written procedure for checking the well-being of a worker assigned to work alone or in isolation.</p>	Discussed with the employer and worker representative.
<p>OHS4.28(1)</p> <p>A risk assessment must be performed in any workplace in which a risk of injury to workers from violence arising out of their employment may be present.</p>	Discussed with the employer and worker representative.
<p>OHS4.29</p> <p>If a risk of injury to workers from violence is identified by an assessment performed under section 4.28 the employer must:</p> <p>(a) establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence, and</p> <p>(b) if elimination of the risk to workers is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers.</p>	Discussed with the employer and worker representative.
<p>OHS4.30(1)</p> <p>An employer must inform workers who may be exposed to the risk of violence of the nature and extent of the risk.</p>	Discussed with the employer and worker representative.
<p>OHS3.23(1)</p> <p>An employer must ensure that before a young or new worker begins work in a workplace, the young or new worker is given health and safety orientation and training specific to that young or new worker's workplace.</p>	Discussed with the employer representative.

Reference	Details Discussed
<p>WCA24(1)</p> <hr/> <p>The prime contractor of a multiple-employer workplace must:</p> <ul style="list-style-type: none">(a) ensure that the activities of employers, workers and other persons at the workplace relating to occupational health and safety are coordinated, and(b) do everything that is reasonably practicable to establish and maintain a system or process that will ensure compliance with the OHS provisions and the regulations in respect of the workplace.	Discussed with the employer representative.

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Employer #	Mailing Address	Classification Unit #	Operating Location
11284	C/O WCB CLAIMS ADMINISTRATOR HUMAN RESOURCES 6TH FLOOR 6190 AGRONOMY RD VANCOUVER BC V6T 1Z3	765010	214

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)
N	N	N	

Workers onsite during Inspection	Notice of Project Number
6	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Adrian Hingston	Adrian Hingston	Jennifer Day	BC Government and Services Employees' Union (BCGEU)

WorkSafeBC Officer Conducting Inspection
Reid McIntyre

*Inspection Time	*Travel Time
2.50 hrs	0.50 hrs

*The time recorded above reflects the inspection time and travel time associated with this inspection report and includes time spent on pre and post-inspection activities. Additional time may be added for subsequent activity.

Request a Review

Any employer, worker, owner, supplier, union, or a member of a deceased worker's family directly affected may, within 45 calendar days of the delivery date of this report, in writing, request the Review Division of WorkSafeBC to conduct a review of an order, or the non-issuance of an order, by contacting the Review Division. Employers requiring assistance may contact the Employers' Advisers Office at 1-800-925-2233.

To submit a request online, visit <https://www.worksafebc.com/en/review-appeal/submit-request>

WorkSafeBC values your feedback. To obtain that feedback, an external market research provider may be contacting you to complete a survey.