

Reference information			Input Factors		Inherent Risk Assessment					Controls					Residual Risk Assessment									
Date of Assessment	Job / Position	Task	Subtask / Activity	Hazard Description	Hazard Type	Cause of Incident	Number of People Exposed	Frequency of Exposure	Duration of Exposure	Consequence	Total Consequences	Total Risk	Elimination	Substitution	Engineering	Administrative	PPE	Number of People Exposed (Residual)	Frequency of Exposure (Residual)	Duration of Exposure (Residual)	Total Risk (Residual)	Consequence (Residual)	Total Consequences (Residual)	Total Risk (Residual)
14-Oct-20	All Workers	all tasks	All tasks	Addressing workplace harassment and violence, including sexual harassment and family violence	lack of prevention policy	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, supervision, support, working together, federal changes to the law and regulations, cultural changes to waterfront		1	Daily - 5	Frequent (= 51%-75%) - 4	20	Fatal - CLTI - 5	40	800
14-Oct-20	All Workers	all tasks	All tasks	risk of retaliation as a result of reports of Violence and Harassment	lack of prevention policy	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				policy, education, new training, supervision, support, working together, adopting policy federal changes to the law and regulations, cultural changes to waterfront.		1	Monthly - 3	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
14-Oct-20	All Workers	all tasks	All tasks	Fear of reporting, unable to report anonymously	lack of prevention policy	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				policy, education, new training, supervision, support, working together, adopting policy federal changes to the law and regulations, cultural changes to waterfront. Anonymous reporting line		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Fatal - CLTI - 5	40	200
14-Oct-20	All Workers	all tasks	All tasks	Employer (Designated Recipient) not responding to reports of harassment an violence /no action	Not following resolution process	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				have a policy, policy is communicated, education, new training, supervision, support, working together, adopting into policy federal changes to the law and regulations, Process in place for ICAP.		1	Yearly	Almost None (= 1%-10%) - 1	5	Fatal - CLTI - 5	40	200
14-Oct-20	All Workers	all tasks	All tasks	workers coming into the work place having had external violence and Harassment which may affect them at work	Harassment or violence	Harassment or Violence	1	Multiple Times Per Hour - 7	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1400				have a policy, policy is communicated, education, new training, supervision, support, working together, follow emergency procedures, refer to EAP or other support services, cultural change to waterfront, personal leave and domestic violence days (paid leave) provided by union		1	Daily - 5	Continuous (= 76%-100%) - 5	25	Fatal - CLTI - 5	40	1000
14-Oct-20	All Workers	all tasks	All tasks	Changes not implemented from investigation and / or committee	On-going harassment / violence	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				have a policy, policy is communicated, implement agreed upon recommendations by employer and workplace committee. education, new training, supervision, support, working together		1	Monthly - 3	Almost None (= 1%-10%) - 1	3	No Injury / Damage - 0	0	0
14-Oct-20	All Workers	all tasks	All tasks	Lack of formal training for managers and employees on respect in the workplace	lack of civility and respect	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				coming with new training		1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	30	Fatal - CLTI - 5	40	1200
14-Oct-20	All Workers	all tasks	All tasks	risk of conflict and inappropriate behaviour between workers	lack of civility and respect	Harassment or Violence	2	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	2000				have a policy, policy is communicated, education, new training, supervision, support, working together, adjust crew		2	Monthly - 3	Frequent (= 51%-75%) - 4	24	Fatal - CLTI - 5	40	960
14-Oct-20	All Workers	all tasks	All tasks	lack of training for DR to support the principal party / witness if they have concern for their mental or physical safety	psychological protection	No DR training	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				direct to EAP or other support services, DR to receive appropriate training		1	Yearly	Almost None (= 1%-10%) - 1	3	No Injury / Damage - 0	0	0
14-Oct-20	All Workers	all tasks	All tasks	Lack of support for Workers involved in harassment and/or violence occurrences	psychological protection	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				direct to EAP or other support services, union support, DR to receive appropriate training		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	Not reporting WHV incidents	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together options for anonymous reporting, options for reporting are clearly outlined and communicated		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	Risks in handling difficult people	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together		1	Weekly - 4	Occasional (= 26%-50%) - 3	12	Fatal - CLTI - 5	40	480
14-Oct-20	All Workers	all tasks	All tasks	Risk of not being able to identify/defuse potential harassment and violent situations	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together		1	Weekly - 4	Occasional (= 26%-50%) - 3	12	Fatal - CLTI - 5	40	480
14-Oct-20	All Workers	all tasks	All tasks	Risk to personal safety in a violent or harassing situation	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	not recognising Workers suffering from family violence	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together		1	Daily - 5	Frequent (= 51%-75%) - 4	20	Fatal - CLTI - 5	40	800
14-Oct-20	All Workers	all tasks	All tasks	not being able to recognize and address discrimination, stereotypes, violence and harassment	lack of training	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				have a policy, policy is communicated, education, new training, supervision, support, working together		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	being isolated on site with the potential to be subjected to violence and harassment	working alone	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				lighting, means of communication, supervision,		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	lack of ability to communicate violence and harassment when working alone	working alone	Harassment or Violence	1	Multiple Times Daily - 6	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	960				phones in sheds, radios in some situations, radios available when needed, supervision, supervisor circling site, personal cell phone, security cameras, horns on vehicle, checking in on breaks working in crews when possible		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
14-Oct-20	All Workers	all tasks	All tasks	FA - alone in a room with patient, potentially dangerous for FAA	working alone	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				safety assessment, options for treating - refer to medical aid, take FA to worker, request another person in the room if the FAA feels uncomfortable (patient must agree), notify Foreman that they have a patient, follow emergency procedure if necessary		2	Monthly - 3	Infrequent (= 11%-25%) - 2	12	Fatal - CLTI - 5	40	480
14-Oct-20	All Workers	all tasks	All tasks	a person could be targeted based on their pattern of work	patterns of movement	Harassment or Violence	1	Daily - 5	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	800				lighting, security guard, cameras, fencing, supervision, work alternate shifts if necessary		1	Monthly - 3	Almost None (= 1%-10%) - 1	3	Fatal - CLTI - 5	40	120
6-Nov-20	All Workers	all tasks	All tasks	risk to workers being vulnerable in areas on site which are blind spots, hidden, dark	patterns of movement	Harassment or Violence	1	Daily - 5	Occasional (= 26%-50%) - 3	Fatal - CLTI - 5	40	600			lighting, cameras	phones in sheds, radios in some situations, radios available when needed, supervision, supervisor circling site, personal cell phone, horns on vehicle. Checking in on breaks		1	Monthly - 3	Almost None (= 1%-10%) - 1	3	Fatal - CLTI - 5	40	120
6-Nov-20	All Workers	all tasks	All tasks	violence or harassment against marginalized workers (Workers with disabilities, Racialized workers, LGBTQ2+ workers, Aboriginal workers)	vulnerable workers	Harassment or Violence	1	Daily - 5	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	800			lighting, cameras	training, supervision, education, policy, working together, cultural change on waterfront		1	Monthly - 3	Almost None (= 1%-10%) - 1	3	Fatal - CLTI - 5	40	120
6-Nov-20	All Workers	all tasks	All tasks	violence and harassment hazards associated with working with public/visitors (truck drivers, delivery people, ship crew, contractors)	lack of WHVP policy	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200				lighting, means of communication, supervision, cameras, other workers in area, ID verification at gate, site orientation, training, WHVP policy; truck driver orientation, contractor orientation		1	Monthly - 3	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
6-Nov-20	All Workers	all tasks	All tasks	Violence and harassment hazards associated with working late/early hours (less people, working in the dark)	lack of workplace procedures	Harassment or Violence	1	Daily - 5	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	800			lighting, cameras	security, training, supervision, education, policy, working together, supervisor circling work area, good communication		1	Monthly - 3	Occasional (= 26%-50%) - 3	9	Fatal - CLTI - 5	40	360
6-Nov-20	All Workers	all tasks	All tasks	conflict over equipment	lack of workplace procedures	Harassment or Violence	2	Daily - 5	Infrequent (= 11%-25%) - 2	Serious - LTI Short Term - 3	6	120				equipment is assigned, supervision, tool box talk, VH training, maintenance, cleanliness of equipment		2	Weekly - 4	Infrequent (= 11%-25%) - 2	16	Serious - LTI Short Term - 3	6	96
6-Nov-20	All Workers	all tasks	All tasks	trucks waiting to be loaded, potential for frustrated truck drivers	lack of workplace procedures	Harassment or Violence	2	Multiple Times Daily - 6	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	1920				truck driver numbered card, acknowledged by security, told where to park, acknowledged by foreman, can contact dispatcher for any queries - contact, superintendent, restricting access for repeat offenders of VH policy, truck driver orientation, encourage reporting		2	Daily - 5	Occasional (= 26%-50%) - 3	30	Fatal - CLTI - 5	40	1200
6-Nov-20	All Workers	all tasks	All tasks	language barrier/communication with truck drivers and ship crew- frustrations leading to violence and harassment	lack of workplace procedures	Harassment or Violence	2	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	2400				signs on washrooms in punjabi, by-stander training - supervision, superintendent can call their dispatch, find someone who can translate if possible, take time to ensure communication is understood		2	Daily - 5	Occasional (= 26%-50%) - 3	30	Serious - LTI Short Term - 3	24	720
6-Nov-20	All Workers	all tasks	All tasks	workers harassed for not being aware of/understanding workplace procedures	not understanding workplace procedures	Harassment or Violence	1	Multiple Times Daily - 6	Frequent (= 51%-75%) - 4	Fatal - CLTI - 5	40	960				training, supervision, tool box talks,		1	Weekly - 4	Infrequent (= 11%-25%) - 2	8	Fatal - CLTI - 5	40	320
6-Nov-20	All Workers	all tasks	All tasks	pressure to finish early/quickly/work thru breaks	peer pressure	Harassment or Violence	1	Daily - 5	Occasional (= 26%-50%) - 3	Moderate - RTW - 2	16	240				training, supervision, tool box talks, collective agreement, SOP's		1	Weekly - 4	Infrequent (= 11%-25%) - 2	8	Moderate - RTW - 2	2	16
6-Nov-20	All Workers	all tasks	All tasks	unauthorized access to site and/or buildings	facility design	Harassment or Violence	1	Daily - 5	Infrequent (= 11%-25%) - 2	Fatal - CLTI - 5	40	400			fenced area, security cameras	security, supervision, working in groups, buddy system, cell phones, signs - private property, port-pass system, key policy, report lost keys		1	Monthly - 3	Almost None (= 1%-10%) - 1	3	Fatal - CLTI - 5	40	120
2-Dec-20	All Workers	all tasks	All tasks	Safety for transgender /LGBTQ2+ workers - change rooms, washrooms	facility design	Harassment or Violence	1	Multiple Times Daily - 6	Infrequent (= 11%-25%) - 2	Fatal - CLTI - 5	40	480			single stall washroom in maintenance and admin - needs some communication/processes to make it work. Porto potties but don't have hot water	education, knowledge, communication, cultural change on the waterfront, respecting LGBTQ2+ rights		1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	30	Fatal - CLTI - 5	40	1200
2-Dec-20	All Workers	all tasks	All tasks	Walking to and from bathroom alone	facility design	Harassment or Violence	1	Multiple Times Daily - 7	Infrequent (= 11%-25%) - 2	Fatal - CLTI - 5	40	560			lighting / cameras	education, knowledge, communication, cultural change on the waterfront, communicate with supervision		1	Multiple Times Daily - 6	Almost None (= 1%-10%) - 1	6	Serious - LTI Short Term - 3	0	0
2-Dec-20	All Workers	all tasks	All tasks	change rooms and washrooms potentially unsafe for workers	facility design	Harassment or Violence	1	Multiple Times Daily - 6	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1200			lighting,	education, knowledge of policy, communication. Restricted access site, Truckers notified to not use company washrooms, VH training, toolbox		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Fatal - CLTI - 5	40	200
2-Dec-20	All Workers	all tasks	All tasks	unauthorised access when security guard is not present at gate	security and waiting areas	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security guard closes gate when doing rounds, lighting, security cameras, motion sensor camera at railway entrance	restricted access, gate access		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Serious - LTI Short Term - 3	24	120
2-Dec-20	All Workers	all tasks	All tasks	breach of security/ violence against security	security and waiting areas	Harassment or Violence	1	Daily - 5	Occasional (= 26%-50%) - 3	Fatal - CLTI - 5	40	600			lighting, security cameras, lockable office, phone, radio, vehicle for security rounds	restricted access, gate access, signage		1	Monthly - 3	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
2-Dec-20	All Workers	all tasks	All tasks	general public using staff washrooms	security and waiting areas	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			gate access	security guard, restricted access, port pass access, signage		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Fatal - CLTI - 5	40	200
2-Dec-20	All Workers	all tasks	All tasks	open plan office/lunchroom - workers at risk of exposure to workplace violence	worker offices	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			gate access, security cameras, scan in for site & office	security guard, restricted access, visitor's pass, port pass access, signage. Education and training. Gear locker personnel to assess before opening gate for entry		1	Yearly	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
2-Dec-20	All Workers	all tasks	All tasks	violent person hiding on site	facility design	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security guard closes gate when doing rounds, lighting, security cameras, restricted access, gate access,	signage, emergency procedures		1	Monthly - 3	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
2-Dec-20	All Workers	all tasks	All tasks	violent, criminal, or persons under the influence of alcohol or drugs coming into the site	external building environment	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security guard closes gate when doing rounds, lighting, security cameras, gate access	restricted access, emergency procedures, signage		1	Monthly - 3	Infrequent (= 11%-25%) - 2	6	Fatal - CLTI - 5	40	240
2-Dec-20	All Workers	all tasks	All tasks	Harassment through graffiti	external building environment	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security cameras,	maintenance, housekeeping, site tours, inspections, VH policy /training		1	Daily - 5	Occasional (= 26%-50%) - 3	15	Serious - LTI Short Term - 3	24	360
2-Dec-20	All Workers	all tasks	All tasks	conflict over parking spaces	parking lot	Harassment or Violence	2	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	2000			restricted parking, parking permits	VH training, education,		1	Daily - 5	Occasional (= 26%-50%) - 3	15	Serious - LTI Short Term - 3	24	360
2-Dec-20	All Workers	all tasks	All tasks	parking lot violence, open to public	parking lot	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security guard, security camera, lighting,	signage		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Serious - LTI Short Term - 3	24	120
2-Dec-20	All Workers	all tasks	All tasks	Employees not knowing of WHVP policy	lack of knowledge WHVP policy	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000				training, communication, signage, tool box, current policy is available on sharepoint / site		1	Daily - 5	Almost None (= 1%-10%) - 1	5	Fatal - CLTI - 5	40	200
2-Dec-20	All Workers	all tasks	All tasks	No plan to implement when there is a threat of immediate danger or there is a threat of an occurrence posing an immediate danger to the health and safety of an employee that is readily available to all employees	Lack of Emergency Procedures	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal - CLTI - 5	40	1000			security guard closes gate when doing rounds, lighting, security cameras, gate access	Emergency procedure		1	Daily - 5	Infrequent (= 11%-25%) - 2	10	Fatal - CLTI - 5	40	400
2-Dec-20	All Workers	all tasks	All tasks	Employees not trained on emergency procedures for violence and harassment	Lack of Emergency Procedures	Harassment or Violence	1	Daily - 5	Continuous (= 76%-100%) - 5	Fatal														