#

**DRAFT CODE OF PRACTICE**

**Violence and aggression at work**

**PUBLIC CONSULTATION SUBMISSION**

This draft code of practice has been developed by the Commission for Occupational Safety and Health (the Commission) under the *Occupational Safety and Health Act 1984* (the OSH Act).

The Commission’s objective is to promote comprehensive and practical preventive strategies that improve the working environment of Western Australians.

This code of practice is intended to assist employers and employees identify and deal with external, client-related and service-related violence and aggression in the workplace.

It provides practical guidance for workplaces where people may be exposed to various forms of workplace violence and aggression including physical assault, verbal abuse, threats, intimidation and harassment. It sets out a risk management approach to the prevention and management of violence and aggression in the workplace.

Internal violence and aggression among co-employees at a workplace is addressed under the Bullying and harassment code of practice currently in development. On completion, the Bullying and harassment code of practice will be also released for public consultation.

The Commission is aware of the recently published report by the Australian Human Rights Commission, *National Inquiry into Sexual Harassment in Australian Workplaces* (March 2020) and comments relating to this report are welcomed as part of the consultation process.

The Commission is aware of increased reporting of incidence of family and domestic violence, particularly during the period of COVID-19 pandemic restrictions. The Commission is interested in views about family and domestic violence risks, including when working from home.

The Commission seeks your comments about the draft code of practice from Wednesday 24 June 2020 to Wednesday 23 September 2020.

**Submissions close: 5.00 pm WST, Wednesday 23 September 2020.**

*Please use this cover sheet and feedback template to submit your comments to* *safetycomms@dmirs.wa.gov.au*

*Suggested content changes may also be tracked on the Word document and submitted together with this completed template.*

# Section 1: Submission details

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# Section 2: Feedback

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| **Track-changed document submission**  |
| Does this submission contain a **track-changed version** of the draft code? *If yes, submit as a Microsoft Word compatible document (\*.docx)*  |  | Yes |  | No |  |
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| **General comments** |
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| **Detailed comments** |
| If commenting on specific content, you may wish to use the table below.  |
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| Reference to specific chapter/section/page | Comment |
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