

Violence and harassment prevention plan

Employer name: 679624 Alberta LTD OA Montgomery dairy Queen

Date: Dec 14, 2025

Next scheduled review date: Dec 14, 2028

Health and safety committee or representative consulted (if there is one): Yes___ No___ N/A___

Affected workers consulted (if there is no committee or representative): Yes__x_ No___ N/A___

Required prevention plan content

Measures the employer will take to eliminate or control violence and harassment hazards:

(These must comply with all hazard assessment and control requirements in Part 2 of the OHS Code. If you are a retail fuelling outlet or a convenience store, you must also include the controls required in Section 392.2 of the code.)

- Education
- Opportunity to come forward privately

Procedures for informing workers about the nature and extent of violence and harassment hazards, including information about specific or general threats that exist or may exist:

- Violence and harassment in the workplace video link
- Noted in employee expectations and policy manual

Violence and harassment reporting procedures:

(These must include procedures for reporting incidents where required under Section 33(1) of the OHS Act.)

- Link to report form for personal issues H&S Representative Sarah
- Report to Manager
- If required call 911

Procedures for investigating complaints and incidents of violence and harassment:

(These must include your internal complaint resolution process, as well as the investigations requirements of Section 33(6)(a) to (c) of the OHS Act.)

- Supervisor on Duty is to report to manager
- Employees are asked to fill in online form
- H&S Representative Sarah

Provisions to protect the confidentiality of all parties involved in a complaint or incident, except where disclosure is either required by law or necessary to investigate the complaint or incident; take corrective action; or inform involved parties about investigation results and any corrective action taken:

- Online form only goes to owner
- Confidentiality noted in Employee expectations and policy manual