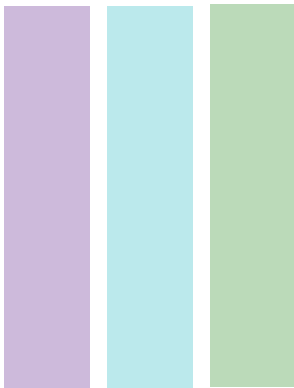
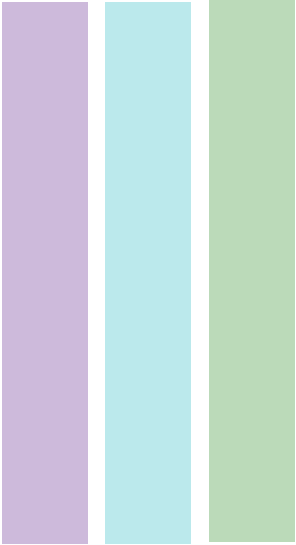


ETFO ALL-MEMBER WORKPLACE SURVEY RESULTS





SURVEY OF ETFO MEMBERS FINDS VIOLENT INCIDENTS ON THE RISE

“70% of ETFO members have personally experienced violence and witnessed violence against another staff person.”

THE VAST MAJORITY OF ETFO MEMBERS REPORT A RISE IN THE OCCURRENCE AND SEVERITY OF VIOLENT INCIDENTS

The Elementary Teachers' Federation of Ontario (ETFO) commissioned national research firm Strategic Communications (Stratcom) to conduct a survey of its members regarding their experiences of workplace violence.

The survey results reveal an increase in the number and severity of violent incidents. ETFO members also say that front line supports are not always available, school administrators do not consistently act on violent incident reports, and they are suffering from the effects of violent incidents.

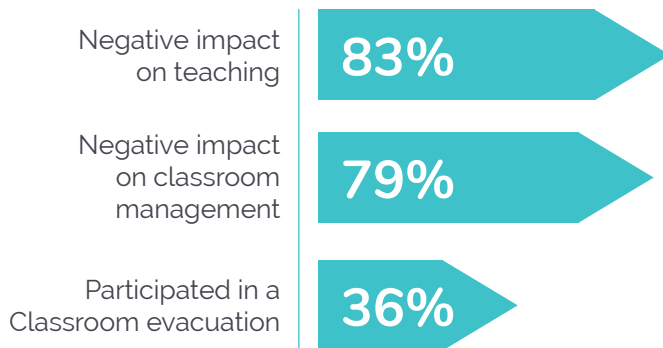
ETFO MEMBERS REPORT A RISE IN THE OCCURRENCE AND SEVERITY OF VIOLENT INCIDENTS

A substantial majority (70%) of ETFO members have personally experienced violence and witnessed violence against another staff person. Nearly 8 in 10 members (79%) say that the number of violent incidents has increased. Three quarters of all members (75%) say that the severity of violent incidents has increased, and 74% agree that "violence is a growing problem" at their schools.



VIOLENCE IS DISRUPTING TEACHING AND STUDENT LEARNING CONDITIONS

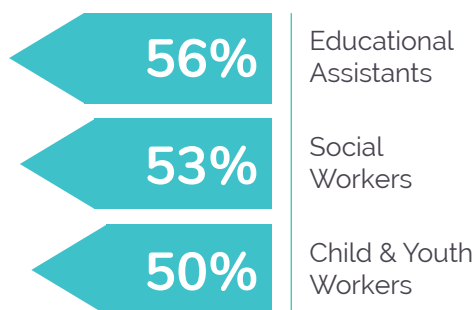
Most ETFO members are feeling the negative impacts on teaching, with 83% of members agreeing that violence in schools is "making teaching more difficult" and nearly 8 in 10 (79%) saying that violence "interferes with classroom management." Over a third of ETFO members (36%) participated in a classroom evacuation during the 2016-2017 school year.



For members who experienced violence, 83% report that the violence was perpetrated by a student in "all cases," with 61% of those incidents being perpetrated by the same individual.

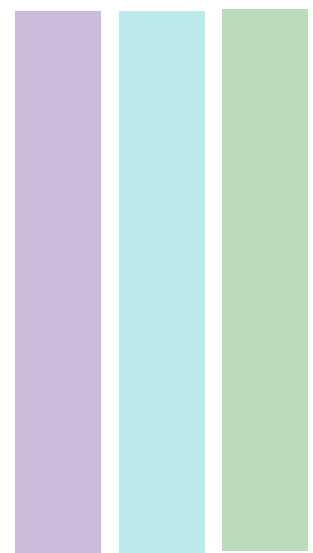
FRONT LINE SUPPORTS ARE OFTEN NOT AVAILABLE TO EDUCATORS AND STUDENTS WHEN NEEDED

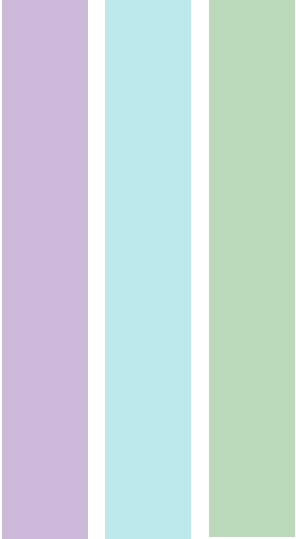
Members report that educational assistants (56%), social workers (53%) and child and youth workers (50%) were available only "some of the time," "rarely" or "never" when needed.



Special education teachers are especially vulnerable. They report higher rates of violent incidents and were more often asked or required to wear Personal Protective Equipment (Kevlar) at work.

“Most ETFO members are feeling the negative impacts on teaching, with 83% of members agreeing that violence in schools is “making teaching more difficult.””





SCHOOL ADMINISTRATORS KNOW THAT VIOLENCE IS A PROBLEM

A majority of members (68%) indicate that they reported physical force to their principal, vice-principal or supervisor. At the same time, 62% of ETFO members say that school administrators do not take the problem of violence in the classroom as seriously as they should.

VIOLENT INCIDENTS ARE CAUSING MEMBER INJURY, ILLNESS AND STRESS

Over a third of members (38%) have suffered mental stress, physical injury or illness as a result of workplace violence. Nearly half (48%) suffered mental stress from experiencing or witnessing violence. Over a quarter (28%) sustained a physical injury and 12% became ill.

SCHOOL ADMINISTRATORS ARE NOT ACTING ON ALL REPORTS OF VIOLENCE

Only half of all members (50%) who reported incidents of violence indicate that there was follow-up or investigation "in all cases" or "in some cases." Moreover, almost a quarter (23%) indicate that there are "rarely" steps or actions taken to prevent recurrence of violent incidents. Where there are follow-up actions to prevent the recurrence of violent incidents, over three quarters of members (77%) rate those actions as not effective. Nearly a quarter of members who experienced violence (22%) did not report violent incidents to administrators. Members indicate being told not to report, or not reporting for fear of repercussions.

“77% of members rate the actions of school administrators to prevent the recurrence of violent incidents as not effective.”

Methodology: These are results from an online survey of all ETFO members from October 21 to November 13, 2017, conducted by Strategic Communications. Members received an email invitation with a unique URL to complete the online survey. The margin of error for the sample is +/- 0.5%, 19 times out of 20. No weighting was necessary. Members were asked to report on their experiences from the 2016-2017 school year.

Strategic Communications Inc. (Stratcom) is a full service opinion research and communications firm with offices in Toronto, Vancouver, Ottawa, Edmonton, and London UK. We have been providing strategic, political and public affairs polling and focus groups since 1991. Stratcom has been the official pollster to 24 Hours newspaper in Vancouver, and its research has been recognized in the Wall Street Journal, Maclean's Magazine, National Post, Toronto Star, Globe and Mail and other regional publications.