



**For Immediate Release  
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### **Two Companies Unite to Combat Violence in the Workplace**

**Toronto**—In an effort to combat violence in the Workplace two leading companies, Scott & Associates Inc. and G4S Secure Solutions (Canada), have decided to join forces in order to offer clients a “one window” approach to meeting their new obligations under Bill 168, the Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) which was passed by the Ontario Legislature in December of 2009.

“Bill 168 puts strict new requirements on employers to make sure that their employees can go to work and know they will be safe”, said Viki Scott, formerly of St. Thomas, President of Scott & Associates Inc. “Our partnership with G4S will make us industry leaders in ensuring companies are in total compliance with this new law.”

Bill 168, a change to the Ontario Occupational Health and Safety Act, came into effect on January 1<sup>st</sup> 2010 and mandates that by June 15<sup>th</sup> 2010 all Employers where workplaces are covered under the Act must:

- Develop workplace violence policy and procedures which includes how the Employer will investigate and deal with incidents or complaints;
- Assess the risks of workplace violence that may arise from the nature or the workplace, the type or work or the conditions of work. Control measures on how manage these risks must be incorporated in the workplace violence program;
- Educate all Employees on the workplace violence policy and what to do in the event of;
- Have a procedure in managing domestic violence in the event it occurs in the workplace.

“Scott & Associates have partnered with us on numerous occasions, especially on Business Continuity and Emergency Preparedness projects, said Jean Pierre Taillon, President and CEO of G4S. “With G4S Security and Investigation Expertise combined with Scott & Associates Occupational Health and Safety Expertise it just made good business sense to combine our respective talent in support of Employers meeting their Bill 168 obligations.”

Scott & Associates and G4S will be working together to support respective local clients, and as a result will be better equipped to offer a seamless service delivery model to their Private, Public and Broader Public Sector Employers.

Scott & Associates Inc. is a Canadian Based Human Resources Consulting firm that specializes in Labour Management Relations, Health & Safety, Compliance, Absence & Attendance Management, Business Continuity Planning, Conflict Management and General Human Resources Consulting services.

G4S Secure Solutions (Canada) Ltd. is one of Canada’s premier security solutions providers. With more than 10,000 employees nationwide, G4S provides its customers with many turn-key solutions. They work in partnership with governments, businesses and organizations to provide integrated solutions to security challenges.

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