

PREVENTION OF WORKPLACE VIOLENCE

Relative Information: Employers have a legal responsibility to prevent all forms of workplace violence. The term “workplace” includes all District premises and any other location where an individual is acting as an official District member. Violence includes physical harm to another, shoving, pushing, harassing, intimidating, coercing, brandishing a weapon, or threatening to engage in any of these activities.

Violence in the workplace could involve acts between District members or between a District member and a non-member. The District is responsible for providing safety in the workplace under all reasonable circumstances.

The elements of an effective workplace violence prevention program include:

1. The establishment of effective policies.
2. Education of District members.
3. The establishment of reporting and investigation procedures.
4. The training of supervisors.
5. Documentation and follow through.

The term “zero tolerance” implies that violence of any kind will not be tolerated and that any violence or threat of violence directed toward any other person will be considered cause for immediate disciplinary action up to and including termination.

Policy Statement: It is the policy of the Board of Directors to adopt a “zero tolerance” policy for violence of any kind in the workplace.

It is the policy to maintain standards for the prevention of workplace violence, education, and procedures for the investigation and correction of all reported and/or potential incidents of violence.