

**CHAPTER 16           WORKPLACE VIOLENCE**

- 16-1 Workplace Violence and Policy Statement
- 16-2 Workplace Violence Definitions

**16-1 Workplace Violence and Policy Statement**

The City is committed to providing, in so far as it reasonably can within available resources, a safe environment for working and conducting business. The City prohibits acts of violence committed by City employees, or against City employees by members of the public while on City property or while the City employee is performing City business at other locations. The objective of this policy is to reduce the potential for violence in and around the workplace, to encourage and foster a work environment that is characterized by respect and healthy conflict resolution, and to mitigate the negative consequences for employees who experience or encounter violence in their work lives.

**16-2 Workplace Violence Definitions**

The work violence in this policy shall mean an act or behavior that:

- is physically assaultive;
- consists of a communicated or reasonably perceived threat to harm another individual or in any way endanger the safety of an individual;
- would be interpreted by a reasonable person as having potential for physical harm to the individual;
- a reasonable person would perceive as menacing;
- involves carrying or displaying weapons, destroying property or throwing objects in a manner reasonably perceived to be threatening; or
- consists of a communicated or reasonably perceived threat to destroy property.

Violent actions on City property, in City facilities or while on City business will not be tolerated or ignored. Any unlawful violent actions committed by employees or members of the public while on City property or while using City facilities will be prosecuted as appropriate and may result in disciplinary action, up to and including termination. Employees must immediately report to their supervisor all incidents of workplace violence.