

Workplace Violence

1403.1 VIOLENCE IN THE WORKPLACE

This policy applies to all employees of the office. For purposes of this policy, violent conduct is defined as abusive language, gestures, verbal threats, intimidation, coercion, aggressive or threatening behavior, fighting, physical assault and/or battery, and other expressed or implied threats of harm. This policy applies to violent conduct of an employee while functioning in the course and scope of employment as well as off-duty violent conduct that has a potential adverse impact on an employee's ability to perform the assigned duties and responsibilities.

Although it is not possible to set forth an all-inclusive list of all conduct that may constitute acts covered by this policy, the following examples may be illustrative:

9.A.1. Belligerence, bullying, or other inappropriate and aggressive behavior;

9.A.2. Brandishing a weapon or bringing an unauthorized weapon to the workplace;

9.A.3. Reference to weapons, incidents of workplace violence, or use of violence to solve problems; or

9.A.4. Misuse of authority vested to any employee of the County in such a way that it violates this policy.

A violation of this policy shall be considered unacceptable personal conduct. An act of off-duty violent conduct may also be grounds for disciplinary action.

1403.2 MAKING COMPLAINTS AND REPORTING VIOLATIONS

All members are encouraged to be alert to the possibility of violence on the part of members, former members, other criminal justice officers, customers and strangers. Members shall place safety as their highest concern, and shall report all acts of violence and threats of violence. All reports of violence will be handled in a confidential manner, with information related only on a need-to-know basis. Reports shall be made to their Division Director immediately. Law enforcement shall be informed as appropriate. All reports shall be investigated. Members who have obtained judicial protective or restraining orders should inform the Sheriff and their respective supervisor, unless they are the subject matter of the harassment. Supervisors shall be sensitive and responsive to members' fear of reprisal.

1403.3 RETALIATION

This policy prohibits retaliation against any member who, in good faith, reports a violation of this policy. Every effort will be made to protect the safety and anonymity of anyone who comes forward with concerns about a threat or act of violence.