



## **GBG - VIOLENCE IN THE WORKPLACE**

The District is committed to maintaining a work environment free from intimidation, threats, or violent acts. This includes, but is not limited to: intimidating, threatening or hostile behaviors; physical abuse; vandalism; arson; use of weapons; carrying weapons onto District property; or any other act, which, in the administration's opinion, is inappropriate to the workplace. In addition, comments regarding violent events and/or behavior are not tolerated.

Employees who feel subjected to any of the behaviors listed above should immediately report the incident to any supervisor or Personnel Department administrator. Complaints will receive immediate attention and the situation will be investigated. Based upon the results of the inquiry, appropriate disciplinary action may be taken against the offender.

Employees who observe or have knowledge of any violation of this policy should immediately report it to their site or department manager or Personnel Department administrator.

Employees who believe someone or something poses imminent danger to their safety or the safety of others should immediately contact law enforcement authorities and then contact their District supervisor.

For additional information on the District's crisis and emergency response program please refer to the District's **CRISIS RESPONSE AND RESOURCES MANUAL** and **CRISIS RESPONSE AND RESOURCES QUICK CHART**.

Adopted: August 23, 1999