

# **CHAPTER 11**

# **POLICY AGAINST VIOLENCE IN THE WORKPLACE**

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A. No employee should have to tolerate violence or the threat of violence in the workplace. Anyone who is the victim of any violent, threatening or harassing conduct, or who observes such conduct taking place (whether the perpetrator is a County employee or a non-employee) should not attempt to confront the perpetrator, but should immediately report the conduct to law enforcement, and/or the reporting person's supervisor, or to the Personnel Director. All such complaints will be thoroughly investigated, and the County will take appropriate steps to prevent any harm from occurring or being repeated. No adverse action will be taken against anyone who makes a good faith report under this policy.

B. As part of our continuing commitment to workplace safety, Shasta County is determined to provide a work atmosphere that is free of violence and the threat of violence. Violent or threatening conduct of any kind, whether it is directed against a County employee or outside party, will not be tolerated. This policy prohibits conduct in connection with County operations or facilities including, but not limited to, the following:

1. Causing, attempting to cause, or threatening to cause physical injury to another person or damage to one's property.
2. Fighting or challenging another person to a fight.
3. Stalking (i.e., the repeated following, calling or harassing of another, combined with the making of a verbal, written, or implied threat).
4. Possessing a firearm or any object ordinarily used or intended to be used as a weapon in a County building or at a work site (including an outdoor work site) or a County vehicle, whether or not the employee has been issued a permit to carry a concealed weapon.

C. Subsection B.4 shall not apply to peace officers who have been authorized to carry a weapon and to employees who carry knives or other weapons which are used as tools in the regular course of County business, or to properly trained employees who are authorized to carry pepper spray or mace. The County Administrative Officer, with the concurrence of the Personnel Director and affected department head may, in writing, authorize one or more employees to carry a weapon and may, where deemed appropriate, impose restrictions or conditions on such authorization.

D. All violations of this policy will be treated as serious and may lead to discipline, up to and including termination. In appropriate cases, the County may also seek criminal prosecution.