

ZERO TOLERANCE FOR WORKPLACE VIOLENCE

management. When so reporting, the employee should be as specific and detailed as possible. Employees should not place themselves in peril, nor should they attempt to intercede during an incident.

Employees shall promptly inform the HR department of any protective or restraining order that they have obtained that lists the workplace as a protected area. Employees are encouraged to report safety concerns with regard to intimate partner violence. The City will not retaliate against employees making good-faith reports. The City is committed to supporting victims of intimate partner violence by providing referrals to related to intimate partner violence.

***Definitions of Prohibited Behaviors (*intended to be general and not exclusive)**

Workplace violence includes, but is not limited to: intimidation, bullying, stalking, explicit and implicit threats, physical attack, property damage, or domestic and family violence. This includes acts of violence committed by or against City employees, citizens, volunteers, visitors, or vendors.

Bullying is unwanted offensive and malicious behavior that undermines an individual or group through persistently negative attacks. The behavior may include an element of vindictiveness, and may be intended or unintended to have the effect to undermine, patronize, humiliate, intimidate or demean the recipient.

Intimidation includes but is not limited to unwarranted behavior intended to frighten, coerce, or induce duress in others or having the effect thereof.

Physical attack is unwanted or hostile physical contact including but not limited to touching, hitting, fighting, shoving, restraining, or throwing objects.

Property damage is intentional damage to property and includes property owned by the City or by employees, elected officials, volunteers, visitors or vendors.

Stalking involves harassing or pestering an individual in person, in writing, by telephone or by electronic format. Stalking also involves following an individual, spying on them, alarming the recipient, or causing them distress and may involve physical violence or the fear of physical violence. Stalking may also include any elements set forth in the Rhode Island criminal law prohibiting such behavior.

Threat is verbal or non-verbal behavior, whether intended or unintended, conveying the infliction of

constitutes a threat without regard to whether the party communicating or expressing the threat has the present ability to carry out the threat, and without regard to whether the behavior, communication or expression is contingent, conditional, or future.

Domestic and Family Violence is the use of abusive or violent behavior, including threats and intimidation, between people who have an ongoing or a prior intimate relationship (including people who are married, live together or date, or who have been married, lived together or dated) or between family members.

Weapons are any objects that may be used to intimidate, attack, or injure another person or to damage property. Objects understood to have a primary function as a weapon are not allowed on City property unless expressly authorized under this policy or under state law.

Road rage is aggressive or angry behavior by a driver of an automobile or other road vehicle. Such behavior might include rude gestures. ~~It is~~ (ot)-(h)(er)-(c)(r)(oad v)(e a)(t)-(t)(ac)-2f10

as commonly understood by reasonably prudent people, shall be deemed just cause for disciplinary action, up to and including termination.

The City encourages employees to bring their disputes to the attention of their supervisors or the HR department before the situation escalates. The City will not discipline employees for raising such concerns. An act of off-duty violent conduct may be covered by this policy and may also be grounds for disciplinary action, up to and including dismissal.

Employee Responsibilities

Refrain from making threats or committing any acts of violence against any person in any City work place.

Learn to recognize and respond to behaviors by potential perpetrators that may indicate a risk of violence.

Report to supervisor any violent or threatening behavior whether witnessed, received or told, by another person.

Provide the supervisor and HR with a copy of a protective or restraining order, which lists City premises as a protected area which such an order is received.

providers when appropriate to address any personal problems that could elicit violent thoughts or behavior.

Comply with all treatment recommendations made by the EAP or other health care providers and