

**WALLACE COUNTY
PERSONNEL POLICIES AND PROCEDURES MANUAL**

14.0

ZERO TOLERANCE WORKPLACE VIOLENCE POLICY

Threats of violence, threatening behavior, or acts of violence against employees or other individuals on county premises are prohibited. Wallace County has a zero-tolerance policy for such conduct. It will not be tolerated, and it is the duty of an employee to report such conduct.

Any person who makes threats of violence, displays threatening behavior, or engages in violent acts on county property, will be removed from the area as soon as safety allows, and shall remain prohibited from entering on county premises until an investigation of the conduct in question has been completed.

Should the investigation establish a violation of this policy, the County will take action, up to and including termination of any business relationship, suspension or termination of employment. Action may also involve criminal prosecution.

County employees should bring any threats of violence, displays of threatening behavior or other violent act to the attention of the County through their supervisors and/or department head. All County employees and representatives are expected to comply with this policy. Failure to do so can result in disciplinary action.