

SECTION 29
WORKPLACE VIOLENCE

A. GENERALLY: Tooele County provides a safe workplace for all employees. All employees should review and understand all provisions of this workplace violence policy to ensure a safe workplace and to reduce the risk of violence.

B. PROHIBITED CONDUCT:

1. Tooele County does not tolerate any type of workplace violence committed by or against employees. Employees are prohibited from making threats or engaging in violence activities.
2. The following list of behaviors, while not inclusive, provides examples of conduct that is prohibited:
 - a. causing physical injury to another person;
 - b. making threatening remarks;
 - c. aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
 - d. intentionally damaging Tooele County property or property of another employee;
 - e. unauthorized possession of a weapon while on Tooele County property or while on company business;
 - f. committing acts motivated by, or related to, sexual harassment or domestic violence.

C. REPORTING PROCEDURES: Any potentially dangerous situations must be reported immediately to a supervisor or the personnel management department. Reports can be made anonymously and all reported incidents will be investigated. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis. All parties involved in a situation will be counseled and the results of investigations will be discussed with them. Tooele County will actively intervene at any indication of a possibly hostile or violent situation.