



BOARD OF COUNTY COMMISSIONERS

POLICY

Number: BCC-05
Cancels: 5-22-2018
Approved:
Originator: Human Resources
Review:

TITLE: Zero Tolerance of Workplace Violence

I. Objective

To establish and maintain a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. As a result, any threats or acts of violence made by an official/employee, against another person's life, health, wellbeing, family or property or to an officer/employee, will not be tolerated.

II. Definitions and References

- A. Workplace: includes any place, site, or vehicle owned and/or operated by Brevard County, or any place where and while a Brevard County employee is conducting County business.
- B. Violence: any act or instance of intentional physical harm or the threat of harm. The Board recognizes family violence, violence at work, and any other exposure to violence can affect an employee's work performance. The Board acknowledges all human relationships have the potential for conflict that may result in incidental or sustained violence. Violence may be a consequence of the actions of employees, supervisors, customers, clients, vendors, or any other person.
- C. Threat: the implication or expression of intent to inflict physical harm or actions that a reasonable person would interpret as a threat to physical safety or property.
- D. Intimidation: making others afraid or fearful through threatening behavior.

III. Directives

A. EXPECTATIONS

- 1. All Brevard County commissioners, commission staff, the county manager, county manager staff, the county attorney, county attorney staff, directors, managers, supervisors, and employees (hereinafter collectively referred to as

official(s)/employee(s)) are to treat each other, their customers and clients, and all others with courtesy, dignity, and respect. Violence, threats, harassment, physical or psychological intimidation, assault or physical abuse, vandalism, sabotage, arson, and any other disruptive behaviors in our workplace are not acceptable and will not be tolerated and are subject to disciplinary action up to and including dismissal.

2. Complaints of violence, threats, harassment, physical or psychological intimidation, assault or physical abuse, vandalism, sabotage, arson, and any other disruptive behaviors in our workplace will be investigated as will all violations of this policy of which the County may be made aware.
3. When a Brevard County official/employee is in lawful possession of a weapon or firearm while conducting business on behalf of Brevard County, he/she shall, at all times, comply with applicable Florida and/or Federal law, and use good judgment in the manner in which they possess, display, talk about or reference their weapon/firearm to avoid causing other persons to feel intimidated or threatened.

B. TRAINING: Brevard County will conduct a workplace violence training program.

C. NON-RETALIATION: This policy prohibits retaliation against any employee who brings complaints of violent or intimidating behavior, or who helps in investigating complaints; the employee will not be adversely affected in terms and conditions of employment, nor discriminated against, or discharged because of the complaint.

D. DISCIPLINE

All managers have a responsibility to immediately intervene when any employee displays conduct which violates this policy. In situations where employee safety is at risk or the security of property is an issue, the supervisor, at his/her discretion and in accordance with Brevard County's disciplinary policies and procedures, may engage the assistance of law enforcement to remove the threatening employee.

Any employee deemed responsible for conduct that is prohibited by this policy is subject to disciplinary action appropriate to the specific incident (which could include revocation of the authorization to carry a concealed weapon or handgun as authorized herein), up to and including termination from employment, and civil or criminal penalties.

IV. Reservation of Authority

The authority to issue and/or revise this policy is reserved to the Board of County Commissioners.

Rob Feltner, Chairman
Board of County Commissioners
As approved by the Board on (Date)