**WORKPLACE VIOLENCE**

**ZERO TOLERANCE POLICY**

Our organization practices Zero Tolerance when use of violence or threats of violence occur in our workplace and views such actions very seriously. We define workplace violence in the following ways:

* possession of weapons
* verbal threats
* abusive language
* threatening physical behavior
* stalking
* any additional acts of violence against employees, visitors, guests, or other individuals on our property

Such behaviors will not be tolerated. Violations of this policy will lead to disciplinary actions including termination of employment if a staff member is involved, as well as the involvement of appropriate law enforcement authorities if a member of the community-at-large is involved.

Any person who engages in potential workplace violence will be removed from our property as quickly as safety permits, and may be asked to remain away from our premises pending the outcome of an investigation into the incident. Our leadership and staff reserve the right to respond to any actual or perceived acts of violence in a manner threatening the safety of our employees and those we serve.



Compassion Fatigue Awareness Project

www.compassionfatigue.org