

MACOMB COUNTY HUMAN RESOURCES POLICY

WORKPLACE VIOLENCE

The safety and security of County employees and visitors are of vital importance. Acts or threats of violence made by any person against another person's life, health, well-being, family or property will not be tolerated. This statement applies to any threats made on County property, at County events, or under other circumstances that may negatively affect the County's ability to provide service. If an employee experiences, discovers or hears any threatening communications or conduct from or concerning an employee, supervisor or the County, the employee shall report it to his or her supervisor, Elected Official/Department Head or Human Resources and Labor Relations as soon as possible.

Do not engage in either a physical or verbal confrontation with a potentially violent individual. If you encounter an individual who is threatening immediate harm to an employee, visitor or County property, contact 911 immediately.

It is the Policy of the County to treat all such complaints seriously. Retaliation against an employee bringing a complaint to the attention of management of the County is strictly prohibited. All employees are expected to comply with this Policy and must cooperate fully with Human Resources and Labor Relations and any investigation of a reported violation.

False allegations can have a serious effect on innocent individuals. The County expects that all employees will act responsibly to establish an appropriate work environment.

Approved:


Office of County Executive

7-8-14
Date