

City of New Bedford

Notice to Employees About Workplace and Domestic Violence

It is the policy of the City of New Bedford to promote a safe environment for its employees and the public.

Violence, threats, harassment, intimidation and other disruptive behavior in our workplace will not be tolerated. All incidents will be taken seriously and will be dealt with appropriately. Such behavior can include not only acts of physical violence, but also oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to criminal prosecution; employees may also be subject to disciplinary action, up to and including termination, in accordance with relevant collective bargaining agreements.

The City needs the cooperation of all employees to maintain a safe working environment. Employees should not ignore violent, threatening, harassing, intimidating or other disruptive behavior. Employees who observe or experience such behavior by anyone on City property should report the incident immediately to a supervisor or Department Head, whether or not the alleged offender is a City employee. Supervisors and Department Heads who receive such reports should contact the Personnel Director or Law Office immediately for response. **Threats or assaults that are of an emergency nature and require immediate attention should be immediately reported to the Police Department via 911.**

For the purposes of this policy, the word violence shall mean an act or behavior that:

- Is physically injurious or abusive;
- A reasonable person would perceive as obsessively directed (for example: an intensely focused grudge, grievance, or romantic interest in another person) and reasonably likely to result in harm or threats of harm to persons or property;
- Consists of a communicated or reasonably perceived threat to harm another individual or in any other way endanger the safety of the individual;
- Would be interpreted by a reasonable person as carrying potential for physical and/or psychological harm to the individual;
- Is a behavior or action that a reasonable person would perceive as menacing;
- Involves carrying or displaying weapons, destroying property, or throwing objects in a manner reasonably perceived to be threatening;
- Consists of a communicated or reasonably perceived threat to destroy property.

Any unlawful violent or non-violent actions committed by employees, or members of the public on City property or while using City facilities, will be subject to prosecution, as appropriate. The City intends to use all reasonable legal, managerial, administrative and disciplinary procedures to secure the workplace from violence and to reasonably protect employees and members of the public.

Possession or use by employees of firearms or other items, which may be considered dangerous and/or are designed to cause death or serious bodily injury, are prohibited on City property, in City vehicles, or in any personal vehicle used for City business, or during business hours, except for those employees who are engaged in official law enforcement activities. Possession or use of a firearm in such circumstances is prohibited whether or not the employee is licensed to carry a firearm or has a Firearm Identification Card (FID).

All reports of violence will be evaluated immediately and appropriate action will be taken.

Victims of workplace or domestic violence are encouraged to contact the Outlook Employee Assistance Program at 508-990-0777. Services provided by the EAP are protected under Federal Confidentiality Regulations.