

WORKPLACE VIOLENCE POLICY

Delaware County has zero tolerance for any employee or individual on County property who threatens, intimidates, or infers violence against any person or property associated with Delaware County. Delaware County considers any threat of violence or potential violence as legitimate, and takes immediate appropriate action, including involvement of law enforcement.

An employee who witnesses or becomes aware of any threats or acts of violence should inform the employee's supervisor or other management staff immediately. Any suspicious individuals or activity must be reported to the employee's supervisor immediately

Provoking a fight or fighting is prohibited at all times while on County property or at any location while representing Delaware County.

Despite some laws that allow people to carry firearms in public, Delaware County prohibits anyone from possessing or carrying weapons of any kind on County property, in County vehicles, or while on County time. This includes:

- any form of weapon or explosive;
- all firearms; and
- all illegal knives or knives with blades that are more than six (6) inches in length.

Employees are responsible for making sure that any item they possess is not prohibited by this policy. Police officers or other individuals who have been given consent by Delaware County to carry a weapon on the property will be allowed to do so. This includes employees of the county and other persons possessing the powers of a peace officer the same as defined in the penal law. These persons may possess such items in the performance of their duties as a peace officer.

Violations of this policy may result in disciplinary action in accordance with applicable law and bargaining agreements.

For purposes of this policy, County property is defined as any parking lot, building or portion thereof, owned, leased or rented by Delaware County.