

MACOMB COUNTY HUMAN RESOURCES POLICY

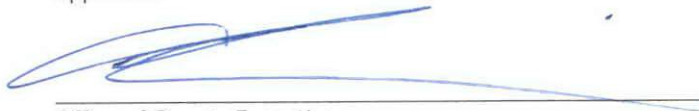
WORKPLACE VIOLENCE

The safety and security of County employees and visitors is a top priority. 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 impact 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 their supervisor, Elected Official/Department Head or Human Resources and Labor Relations immediately.

An employee shall not engage in a physical or verbal confrontation with a potentially violent individual. An employee should contact 911 immediately if they encounter an individual who is threatening immediate harm to any employee, visitor or County property.

It is the Policy of the County to treat all Workplace Violence 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.

Approved:



Office of County Executive

7-1-22

Date

Approved: July 8, 2014
Revised: June 1, 2022