

601 - VIOLENCE PREVENTION

Section 601.01 Violent Conduct Prohibited

Fort Bend County will not tolerate violent behavior by or between employees in the workplace. Violent behavior is that which causes physical harm to person or property. Violence also includes but is not limited to threats to cause physical harm, property damage, or to use a weapon; intimidating mannerisms, angry outbursts, challenges to fight, attempted assault, stalking, striking, pushing, grabbing, or aggressively pushing, toppling, or throwing objects.

Such conduct, even if it occurs outside of work, may also be a violation of this policy if it involves a County employee or tends to suggest an employee may pose a risk of violence in the workplace.

Any employee found in violation of this policy will be subject to appropriate disciplinary action, up to and including immediate termination of employment even on the first offense.

Section 601.02 Reporting and Preventing Violence

Employees shall immediately report all incidents of workplace violence to a supervisor or appropriate authority, including incidents involving a co-worker, supervisor, manager, customer, or visitor. Supervisors shall immediately respond to any act or complaint of workplace violence by investigating the situation and taking appropriate action, or reporting the incident to an appropriate authority or Human Resources.

Fort Bend County employees are encouraged to be educated about and alert to the signs of potential risks of violence. The County offers periodic Active Shooter and Workplace Violence training, and other relevant trainings may be available from time to time. Employees shall report any suspicious or concerning behavior to a supervisor or other appropriate authority immediately, including calling 911 in an emergency situation. *"If you see something, say something!"*

Reports of actual, threatened, or suspected violence made in good faith will in no way be held against an employee. Fort Bend County will not tolerate retaliation of any kind toward individuals who in good faith make a report of workplace violence. Please see Section 204 for the County's policy on Non-Retaliation.

Policy Approved and Adopted By:
Fort Bend County Commissioners Court
January 25, 2000
Revised: September 30, 2003
Revised: February 1, 2011
September 25, 2018

Effective September 25, 2018, this policy includes content formerly found in Section 205: Workplace Harassment and Violence Protection. The former content of Section 601: Dispute Resolution, has been moved to Section 203: Dispute Resolution.