

## **POLICY 408 - VIOLENCE-FREE WORKPLACE**

It is the policy of Johnson County Government to provide a work environment that is safe for employees and members of the public. The County will not permit or tolerate acts of violence or threats of violence by or against its employees or officials. Ignoring threats can result in actual harm to employees or members of the public. Violent and threatening conduct also affects morale, job performance, attendance, and employee retention and is inconsistent with the County's values.

All employees are responsible for maintaining a safe work environment and are expected to report violent or threatening conduct. Employees will not be subject to retaliation for good faith reporting of such conduct or for participating in an investigation of reported conduct.

*Effective 05.01.2021, Resolution No. 014-21*