

## **WORKPLACE VIOLENCE POLICY**

### **PURPOSE:**

To communicate to all members that River Falls Ambulance will take a proactive stance to ensure a safe working environment for all members and that violence will not be tolerated.

### **POLICY:**

It is every member's responsibility to assist in establishing and maintaining a violence-free work environment. Therefore, each employee is expected to report those incidents that constitute violence.

River Falls Ambulance will have zero tolerance for acts of violence and threats of violence. Without exception, acts and threats of violence are not permitted. All such acts and threats, even those made in apparent jest, will be taken seriously. Acts such as these would result in disciplinary actions up to and including termination. Possession of non-work related weapons on ambulance premises and at service related events shall constitute a threat of violence. A threat shall also include, but not be limited to, any indication of intent to harm a person or damage service property. Threats may be direct or indirect, and they may be communicated verbally or nonverbally.

The following are examples of threats and acts that shall be considered violent:

- Saying, "Do you want to see your next birthday?" (direct threat)
- Writing, "Employees who kill their supervisors have the right idea." (indirect threat)
- Saying, "I'm going to punch your lights out!" (direct threat)
- Making a hitting motion or obscene gesture. (nonverbal threat)
- Displaying weapons of any kind. (extreme threat)
- Stalking or otherwise forcing undue attention on someone, whether romantic or hostile (extreme threat)
- Taking actions likely to cause bodily harm or property damage. (acts of violence)

### **SPECIAL NOTES:**

1. Any member encountering a violence situation or threat should contact the Director or any Assistant Director of the service immediately.
2. Under certain extreme circumstances it may be more appropriate to contact law enforcement prior to contacting the Director or an Assistant Director of the service.
3. Appropriate incident paperwork may need to be completed out and filed.