

County of Gloucester
Human Resources Manual

CHAPTER:	7 – CONDUCT AND PERFORMANCE	ADOPTED: 3/7/12
SECTION:	17 – WORKPLACE VIOLENCE	REVISED: 5/22/24

The County of Gloucester will not tolerate workplace violence. Violent acts or threats made by an employee against another person or property are cause for immediate dismissal and will be fully prosecuted. This includes any violence or threats made on County of Gloucester property, at County of Gloucester events or under other circumstances that may negatively affect the County of Gloucester's ability to conduct business.

Prohibited conduct includes:

- Causing physical injury to another person;
- Making threatening remarks;
- Aggressive, hostile, or bullying behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
- Intentionally damaging employer property or property of another employee;
- Possession of a weapon while on County of Gloucester property or while on County of Gloucester business except with the authority of the Prosecutor or Sheriff; and
- Committing acts motivated by, or related to, sexual harassment or domestic violence.

Any potentially dangerous situations must be immediately reported. The County of Gloucester will actively intervene in any potentially hostile or violent situation.