

Section 5C: Workplace Health & Environmental Practices

Policy #1: Violence in the Workplace

Effective Date: July 1, 2011

Last Revision Date: July 1, 2016

I. **Purpose**

The Town of Mooresville is committed to maintaining a safe, healthful, and efficient working environment where employees and citizens are free from the threat of violence. The Town prohibits employees from engaging in any form of physical violence or threatening behavior. Likewise, all Town employees also have the right to be free from exposure to all forms of physical violence or threatening behavior, regardless of the source. This policy also serves as a means of restricting the unlawful or unauthorized possession of firearms and other deadly weapons by employees.

II. **Scope**

This policy shall apply to all persons holding a paid position as an employee of the Town, as well as temporary employees routinely supervised by the Town. Exceptions to this policy may include members of any volunteer board or committee, or any others that may be hired or appointed by the Town Board. For this purpose, and subject to the exceptions set out herein, Town employees shall be defined as those employees in departments and offices for which the Town Board serves as the final budget authority.

III. **Background**

Millions of workers experience violence or the threat of violence in their workplaces every year. These crimes range from physical assault to robbery, and even homicide. Although the number of such crimes has generally declined in recent years, workplace homicide remains the fourth-leading cause of fatal occupational injury, and the number of workplace homicides of government employees is actually increasing. (Rugala, 2015)

According to a recent national study by the Bureau of Justice Statistics, between 2003 and 2010, the number of homicides experienced by government employees increased 29 percent (from 71 to 86) while homicides for private-sector employees declined 28 percent (from 560 to 432). These trends continued into 2011 with 90 government employee workplace homicides and 367 private-sector employee homicides. (Harrell, 2013)

IV. **Definitions**

Aggressive Intruder: Someone who is ready or likely to attack or confront another as characterized by or resulting from hostile, aggressive, or criminal intentions.

Active Shooter: An individual actively engaged in killing or attempting to kill people in a populated area or building with a firearm or other deadly weapon.