**Kent Public Library Workplace Violence Policy**

PURPOSE: Kent Public Library (henceforth referred to as the Library in this policy) maintains a zero tolerance standard of violence in the workplace. The purpose of this policy is to provide Library employees guidance that will maintain an environment at the Library property and events that is free of violence and the threat of violence.

POLICY: Violent behavior of any kind or threats of violence, either implied or direct, are prohibited at the Library and at Library sponsored events. Such conduct by a Library employee will not be tolerated. An employee who exhibits violent behavior may be subject to criminal prosecution and shall be subject to disciplinary action up to and including dismissal. Violent threats or actions by a non-employee may result in criminal prosecution. The Library will investigate all complaints filed and will also investigate any possible violation of this policy of which we are made aware. Retaliation against a person who makes a complaint regarding violent behavior or threats of violence made to him/her is also prohibited.

DEFINITIONS: Workplace Violence: Behavior in which an employee, former employee, or library patron inflicts or threatens to inflict damage to property, serious harm, injury or death to others at the workplace. Threat: The implication or expression of intent to inflict physical harm or actions that a reasonable person would interpret as a threat to physical safety or property. Intimidation: Making others afraid or fearful through threatening behavior. Zero-tolerance: A standard that establishes that any behavior, implied or actual, that violates the policy will not be tolerated.

PROHIBITED BEHAVIOR: Violence in the workplace may include, but is not limited to the following list of prohibited behaviors directed at or by a co-worker, supervisor or member of the public: 1. Direct threats or physical intimidation. 2. Implications or suggestions of violence; including “veiled threats”. 3. Stalking. 4. Possession of weapons on library property, including parking lots, other exterior premises or while engaged in activities for the Library in other locations, or at Library sponsored events, unless such possession or use is a requirement of the job. 5. Assault of any form. 6. Physical restraint, confinement. 7. Dangerous or threatening horseplay. 8. Loud, disruptive or angry behavior or language that is clearly not part of the typical work environment. 9. Blatant or intentional disregard for the safety or well-being of others. 10. Commission of a violent felony or misdemeanor on Library property. 11. Any other act that a reasonable person would perceive as constituting a threat of violence. Domestic Violence, while often originating in the home, can significantly impact workplace safety and the productivity of victims as well as co-workers. For the purposes of this document, “domestic violence” is defined as abuse committed against an adult or fully emancipated minor. Abuse is the intentional reckless attempt to cause bodily injury, sexual assault, threatening behavior, harassment, or stalking, or making annoying phone calls to a person who is in any of the following relationships: - Spouse or former spouse; - Domestic partner or former domestic partner; - Cohabitant or former cohabitant and/or other household members; - A person with whom the victim is having, or has had, a dating or engagement relationship; -A person with whom the victim has a child. The Library recognizes that domestic violence may occur in relationships regardless of the marital status, age, race, or sexual orientation of the parties.

REPORTING ACTS OR THREATS OF VIOLENCE: An employee who: 1. is the victim of violence, or 2. believes they have been threatened with violence, or 3. witnesses an act or threat of violence towards anyone else shall take the following steps: - If an emergency exists and the situation is one of immediate danger, the employee shall contact the local police officials by dialing 9-1-1, and may take whatever emergency steps are available and appropriate to protect themselves from immediate harm, such as leaving the area. - If the situation is not one of immediate danger, the employee shall report the incident to the Library Director as soon as possible and complete the Kent Public Library Incident Report Form. - Employees have the right to file a complaint with the police department on their own.

PROCEDURES-FUTURE VIOLENCE: Employees who have reason to believe they, or others, may be victimized by a violent act sometime in the future, at the workplace or as a direct result of their employment with the Library shall inform their supervisor by immediately completing an Incident Report Form so appropriate action may be taken by the Library Director and, if appropriate, local law enforcement officials. Employees who have signed and filed a restraining order, temporary or permanent, against an individual due to a potential act of violence, who would be in violation of the order by coming near them at work, shall immediately supply a copy of the signed order to the Library Director and local police.

INCIDENT INVESTIGATION: Acts of violence or threats will be investigated immediately in order to protect employees from danger, unnecessary anxiety concerning their welfare, and the loss of productivity. The Library Director initiate an investigation into potential violation of work rules/policies. Simultaneously, the Library Director will refer the matter to local police for their review of potential violation of civil and/or criminal law. Procedures for investigating incidents of workplace violence include: - Visiting the scene of an incident as soon as possible. - Interviewing injured and threatened employees and witnesses. - Examining the workplace for security risk factors associated with the incident, including any reports of inappropriate behavior by the perpetrator. - Determining the cause of the incident. - Taking mitigating action to prevent the incident from recurring. Recording the findings and mitigating actions taken. In appropriate circumstances, Kent Public Library will inform the reporting individual of the results of the investigation. To the extent possible, Kent Public Library will maintain the confidentiality of the reporting employee and the investigation but may need to disclose results in appropriate circumstances. Kent Public Library will not tolerate retaliation against any employee who reports workplace violence.

MITIGATING MEASURES: Incidents which threaten the security of employees shall be mitigated as soon as possible following their discovery. Mitigating actions include: - Notification of law enforcement authorities when a potential criminal act has occurred. - Provision of emergency medical care in the event of any violent act upon an employee. - - Assurance that incidents are handled in accordance with the Workplace Violence Prevention policy

Approved by the Kent Library board on January 16, 2024

Review Cycle: every 5 years