



NorthStar Community Services

Work Place Violence Policy

NCS is committed to having Zero Tolerance on Workplace Violence. This policy addresses acts or threats of physical violence; including intimidation, harassment, and/or coercion which involve or affect NCS or their employees and which occur on NCS property or elsewhere when relating to employment with NCS will not be tolerated.

Purpose

This policy defines what is considered acts of violence, and protects all individuals working for NCS from becoming a victim of workplace violence.

Procedure

Specific examples of conduct which may be considered threats or acts of violence include, but are not limited to, the following:

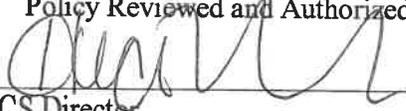
- Hitting or shoving an individual.
- Threatening harm to an individual or his/her family, friends or associates.
- The intentional damage or destruction of or threat of damage or destruction to property.
- Harassing or threatening phone calls.
- Harassing surveillance or stalking
- The suggestion or intimation that violence is appropriate.
- Possession or use of firearms or weapons. NCS will not tolerate possession or use of firearms or weapons under any circumstances.

Violations of this policy will lead to disciplinary action (up to and including termination) and/or legal action as appropriate.

Each NCS employee is encouraged to report incidents of threats or acts of physical violence. The report may be made to the NCS Director.

REVIEWED BY: NCS Policy Committee

Policy Reviewed and Authorized by:



 NCS Director 12/15/21
Date

 NCS Employee Date

A copy of this policy is available for review upon request at the NCS home.