

26.0 - WORKPLACE VIOLENCE

26.1 - Purpose - The City of Coral Gables subscribes to the concept of a safe work environment and supports the prevention of workplace violence. Prevention efforts include, but are not limited to, informing employees of this rule, instructing employees regarding the dangers of workplace violence, communicating the sanctions imposed when violations occur, and providing a reporting system without fear of reprisal.

26.2- Zero Tolerance - **The** City maintains a zero tolerance policy toward workplace violence, or the threat of violence, by any of its employees, customers, the general public, and/or by anyone conducting business.

26.3 - Reporting Violations - Any employee who becomes aware of another employee or person violating City's policies against acts of violence, the use or possession of weapons, or both, (unless specifically related to job) has a duty and an obligation to immediately report such violation to the immediate supervisor. A failure to report such violation may also constitute a failure to abide by this policy and may result in disciplinary action.

26.4 - Sanctions - All alleged violations will be investigated. Any violation of this policy may result in disciplinary action, up to and including termination.