



POLICY ON DOMESTIC VIOLENCE IN THE WORKPLACE

PURPOSE:

The Department of Public Health is committed to promoting the health and safety of our employees. Domestic Violence is a leading cause of injury to women in this country. The purpose of this policy is to heighten awareness of domestic violence and to provide guidance for employees and management to address the occurrence of domestic violence and its effects in the workplace.

Additionally, the Department of Public Health will provide resource and referral information, and in appropriate circumstances may provide employees upon request with additional security at the workplace, work schedule adjustments or leave necessary to obtain medical, counseling, or legal assistance, where such requests are consistent with workplace demands. Where an employee has requested confidentiality regarding domestic violence, the Department of Public Health will respect the confidentiality of the employee to the extent required by law.

The Department of Public Health will not tolerate domestic violence by any employee or member of the public, including harassment of any employee or client while in Department of Public Health offices, facilities, work sites, vehicles, or while conducting the Department of Public Health business. This includes the display of any violent, aggressive, or threatening behavior (verbal or physical) that result in physical or emotional injury or otherwise places a person's safety and productivity at risk.

Any employee who threatens, harasses, or abuses someone in the workplace or by use of Department of Public Health resources such as work time, workplace phones, FAX machines, mail, e-mail, or other means will be subjected to corrective or disciplinary action, up to and including dismissal.