

Town of Fremont Workplace Violence Policy

Nothing is more important to Town of Fremont than the safety and security of our employees. This policy is designed to meet the requirements of NYS Labor Law 27b and highlights some of the elements that are found within our Workplace Violence Prevention Program. Threats, threatening behaviors, or acts of violence against employees, visitors, guests, or other individuals on Town of Fremont property will not be tolerated.

Any person who makes threats, exhibits threatening behaviors, or engages in violent acts on Town of Fremont property will be removed from the premises as quickly as safety permits and shall remain off Town of Fremont premises pending the outcome of an investigation. Town of Fremont 's response to an incident of violence may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, disciplinary action up to and including termination of employment, and the criminal prosecution of those involved.

Town of Fremont employees are responsible for notifying their department head, supervisor and/or Personnel Department of any threats they have witnessed, received, or have been told that another person has witnessed or received. Personnel should also report behavior they regard as threatening or violent if that behavior is job-related or might be carried out on a job site. Any actions considered by the employee to be an immediate danger to life and health should be reported to law enforcement by dialing 911.

An employee who applies for or obtains a protective or restraining order that lists Town of Fremont as a protected area must provide a copy of the petition and declarations used to seek the order and a copy of any temporary or permanent protective or restraining order that was granted. Town of Fremont has confidentiality procedures that recognize and respect the privacy of the reporting employee(s).

The Town of Fremont along with an authorized employee representative will conduct an annual risk evaluation of employees work environment. An Authorized Employee Representative will have an ongoing role in participating in the evaluation process and recommending methods to reduce or eliminate the hazards identified during the evaluation process. The Employer is responsible for analyzing the risk evaluation data to determine appropriate control measures that will prevent or reduce workplace violence. All employees will participate in the annual Workplace Violence Prevention Training Program.