

BOARD OF COUNTY ROAD COMMISSIONERS
OF THE COUNTY OF ST. CLAIR

SUBJECT: Policy Against Violence in the Workplace

ADOPTED: October 7, 2003

Legal Citation:

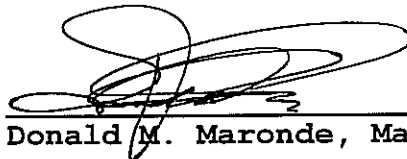
Federal Occupational Safety and Health Act
29 U.S.C. 654(a) (1)

The St. Clair County Road Commission is committed to a policy against violence in the workplace. There shall be zero tolerance towards violence in the workplace. The St. Clair County Road Commission will not tolerate any incident of fighting, bringing weapons into the workplace, threats of violence, verbal or physical assault, harassment, or intimidation. Any employee found guilty of any of the above-listed prohibited acts shall be subject to discipline, up to an including termination. Any employee who observes any violation of this policy must immediately report the violation to his or her supervisor. St. Clair County Road Commission's supervisory staff will objectively investigate reports of any violation of this policy. In cases where an allegation is made of a violation of this policy involving a supervisor, the report shall be made to the Managing Director.

The St. Clair County Road Commission reserves the right to use any lawful method of investigation that it deems necessary to determine whether an employee has engaged in conduct which violates this policy. Employees entering and leaving the Road Commission's premises are subject to questions and search at its discretion. Lockers, vehicles, and personal possessions will also be subject to search. Failure to comply may result in termination. Any search will be undertaken as discreetly as possible and only after the Road Commission has formed a reasonable belief that a violation of this policy has occurred.



William Blumerich, Chairman



Donald M. Maronde, Managing Director