

**County Policy**

Subject:	Prevention of Workplace Violence
Authority:	Board of Supervisors
Policy Owner:	County Executive Office: Signature_____
Approval Date:	7/26/2022
Revision Date(s)	7/31/2007
Version No.:	1.2

A. Policy

This sets forth the County's policy regarding Prevention of Workplace Violence.

B. Purpose

To establish a County Policy that threats and acts of violence by and against County employees, contractors and the public while engaged in County business or related to the performance of their official duties will not be tolerated.

C. Responsibilities

The County of Orange is committed to the principle that a work environment free of threats of violence, threatening behavior and acts of violence is essential to providing effective and efficient government services. Civility, understanding, and mutual respect toward fellow employees and members of the public we serve are intrinsic to providing effective and efficient government services.

Towards this end, threats of violence, however communicated, threatening behavior, and acts of violence, by anyone, including County employees, contractors, their employees or the public, directed at County employees, contractors, their employees or members of the public, while engaged in County business or related to the performance of their official duties, will not be tolerated.

Violations of this policy by County employees will lead to disciplinary action up to and including termination from County employment. If violations of this policy by County employees, contractors, their employees or members of the public involve suspected criminal misconduct, the County will report such incidents and cooperate fully with law enforcement authorities.

**County Policy**

All County employees are responsible for notifying their immediate supervisor, or another member of the management team, of any threats of violence, threatening behavior or acts of violence they have received, witnessed, or of which they otherwise have knowledge. In furtherance of the County Policy for the Prevention of Workplace Violence, the possession or use of dangerous weapons by County employees is prohibited, except as provided for below, while the employee is acting within the course and scope of employment or traveling in a County-owned vehicle. A dangerous weapon is a firearm, or any other instrument capable of producing bodily harm when used in a manner and under circumstances that manifests an intent to harm, or intimidate another person, or that would cause a reasonable person to have concern for their safety or the safety of another. This provision does not apply to peace officers authorized by law and their Department to carry firearms on duty or to County employees legally in possession of a firearm for which the employee holds a valid permit to carry a concealed firearm and the Department is made aware of and approves the carrying of the weapon.

Employees who are peace officers authorized by law and required by the Department to carry a weapon shall safely store the weapon while on duty when the weapon is not in use. Employees may be authorized by their Department to carry personal defense devices such as pepper spray while on duty on a case by case basis or in accordance with written Department policy.

Departments may develop additional policies or work rules to augment the above policy statement.

D. References

#	Title/URL
1	2003 County of Orange Personnel and Salary Resolution (Art.I, Sec.H – Policy for the Prevention of Workplace Violence)
2	2007 Personnel and Salary Resolution Amendment