



Luke A. Bronin
Mayor

PUBLIC NOTICE
CITY OF HARTFORD
WORKPLACE VIOLENCE

The City of Hartford is striving to maintain a workplace free from the threat of violence. The City of Hartford is committed to the safety and health of our employees, customers, and visitors.

The threat of violence is defined as: "any comment or behavior that would be interpreted by a reasonable person as indicating the potential of physical violence towards people or property." Some examples of workplace violence are, but not limited to,

- * Physical assault, threat to assault, or stalking an employee or customer.
- * Possessing or threatening with a lethal weapon, vandalism or arson.
- * Racial epithets or other derogatory remarks associated with hate crimes.
- * Bizarre or offensive comments condoning or inciting, violent events or behaviors.
- * Harassing phone calls, voice mails, or e-mail messages.

Any employee who observes or has knowledge of any violations of this Workplace Violence Policy should immediately contact his/her Supervisor; the Director of Human Resources in the Human Resources Department at (860) 757-9800; the Hartford Police Department at (860) 757-4000, or call 911 from a land line if there is a belief of immediate danger.

All employees are responsible for safety and helping to ensure a workplace free of danger, threatening remarks and/or gestures. Any employee who is in violation of this policy will be subject to disciplinary action and/or including employment termination.

All complaints so filed with the above department shall be fully reviewed with a written response returned to the Complainant.