

NORTHCARE NETWORK

POLICY TITLE: Workplace Violence	CATEGORY: Personnel	
EFFECTIVE DATE: 1/1/15	BOARD APPROVAL DATE: 12/10/14	
REVIEW DATE: 9/8/22	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
RESPONSIBLE PARTY: Human Resources Coordinator	CEO APPROVAL DATE: 10/4/22 Dr. Tim Kangas, CEO	

APPLIES TO

NorthCare Network Personnel

POLICY

The safety of NorthCare Network's employees and visitors is important to the organization.

PURPOSE

The purpose of this policy is to address the issue of potential workplace violence such as threats, threatening behavior or acts of violence against employees, visitors, or others while on NorthCare Network's property.

DEFINITIONS

Threatening Behavior: includes physical actions short of actual contact or injury, general oral or written threats to people or property and implied threats.

Violent Behavior: includes any physical assault or destroying property.

REFERENCES

N/A

HISTORY

NEW POLICY: 1/1/15

REVISION DATE: 1/28/19, 8/26/2, 9/8/22

REVIEW DATE: 12/3/14, 4/7/15, 3/1/16, 1/12/17, 11/27/17, 11/24/18, 1/28/19, 12/1/19, 10/27/20, 8/26/21, 9/8/22

CEO APPROVAL DATE: 12/3/14, 4/7/15, 3/7/16, 2/7/17, 12/11/17, 3/15/19, 1/7/20, 11/3/20, 9/7/21, 10/4/22

BOARD APPROVAL DATE: 12/10/14

PROCEDURE

NorthCare Network prohibits disrupting, interfering, or preventing normal work functions or activities; making physical or verbal threats; or endangering the health or safety of any individual.

Any act of violence or threatening behavior is to be reported to the CEO and HR Coordinator. The CEO or Designee will assign an investigator(s) to determine if a violation of this policy occurred. If it has been determined a violation has occurred, the CEO will determine the appropriate disciplinary action.