

## NORTHCARE NETWORK

<b>POLICY TITLE:</b> Workplace Violence	<b>CATEGORY:</b> Personnel	
<b>EFFECTIVE DATE:</b> 1/1/15	<b>BOARD APPROVAL DATE:</b> 12/10/14	
<b>REVIEW DATE:</b> 10/29/25	<b>REVISION(S) TO POLICY STATEMENT:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>OTHER REVISION(S):</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>RESPONSIBLE PARTY:</b> Human Resources Manager	<b>CEO APPROVAL DATE:</b> 2/4/25 Megan Rooney, 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, 4/23/24, 10/29/25

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, 7/17/23, 4/23/24, 1/20/25, 10/29/25

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, 8/1/23, 6/11/24, 2/4/25, 11/4/25

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 Manager. The CEO or Designee will assign an investigator(s) to determine if a violation of this policy occurred. If it has been determined that a violation has occurred, the CEO will determine the appropriate disciplinary action.