

Workplace Violence and Weapons

Pats Peak is strongly committed to providing a work environment that is safe, secure, and free of intimidation, threats, hostility, or harassment of any kind. Any such behavior is strictly prohibited and will not be tolerated. Such behavior may be considered workplace “violence”. Threats, threatening language or any acts of aggression or violence, direct or implied, made toward or by any company employee will not be tolerated. Violence encompasses a broad range of behaviors.

In addition to the most obvious- physically harming another person, threats of assault, suicide, or murder- these behaviors also include abusive language, profanity, threats, fighting, pranks, offensive gestures, stalking, physical touching, sabotage, and destruction of property. These types of behavior jeopardize an individual’s feeling of security and well-being at work and will not be tolerated. Disciplinary action, up to and including termination, will result. The policy also encompasses specific prohibited articles.

Employees are not permitted to possess illegal drugs, controlled substances, firearm weapons of any sort, explosives anywhere on the Pats Peak property or in Pats Peak vehicles or while on company business.

If you feel you have been subjected to violence in the workplace or have knowledge of violations to this policy, you should immediately contact your supervisor or Human Resources (hr@patspeak.com). An investigation will be conducted and, if warranted, appropriate corrective action will be taken. There will be no reprisals or retaliation against any employee for reporting violence or the threat of violence, please note however, that an employee who knowingly makes false allegations against another employee will be subjected to disciplinary action, up to and including termination.