

Great Western Painting Safety Meeting

Note: Our company conducts scheduled safety meetings to focus attention on one major safety topic per meeting. Should an employee have a question on any subject related to safety or job procedure, it will be addressed by the person conducting the meeting.

Workplace Violence

Workplace violence can be defined as: “any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site.

While workplace violence is a real threat to hospital workers, cab drivers, all-night store clerks and fast food restaurant workers – basically workers who are isolated and have a valuable commodity such as pharmaceuticals and money.

Within the construction industry, workplace violence is **statistically negligible**.

Construction workers are not a target of opportunity for outside (persons off the street) perpetrators of violence.

The few, very very few, victims of violence caused by fellow workers in the construction industry are an aberration because more and more companies, like our company, have in place, and enforce, policies forbidding the major behaviors that lead to violence. The four (4) major behaviors are:

1. alcohol and drug use/abuse
2. harassment
3. horseplay
4. weapons accessibility

Any breach of workplace behavior that leads to a violent action against another employee will be treated as a serious safety violation subject to extreme corrective action up to and including termination.

Additionally, violent actions that result in injury will, as a matter of course, be reported to the police.

As a company, our goal is to have a work environment that is free from recognized hazards which includes, of course, violence.

Any employee who is a victim of violence is to immediately notify his or her supervisor. An impartial investigation will be promptly commenced and will include direct interviews with involved parties and where necessary with employees who may be witnesses or have knowledge of matters relating to the incident.

All employees should be aware that our Company policy expressly prohibits retaliation of any kind against any employee bringing a complaint or assisting in the investigation of a complaint. Such employees may not be adversely affected in any manner related to their employment. Retaliation is also illegal under federal law.