

VALLEY ELECTRIC ASSOCIATION, INC.

Board Policy #108

Subject: DIRECTOR VIOLENCE POLICY

Dated: September 26, 2014

Supersedes Date: March 30, 2012

I. PURPOSE

The purpose of this policy is to set forth the Association's policy with respect to violence in the workplace.

II. POLICY

- A. The Association is concerned about society's increased violence, which has filtered into many workplaces throughout the United States. It is the policy of the Association to expressly prohibit any acts or threats of violence by any Director against any other Director, employee, former employee or member.
- B. The Association will not condone any acts or threats of violence against its Directors by any individual at any time or while the Director is engaged in Association business.
- C. In keeping with the spirit and intent of this policy and to ensure the Association's objectives in this regard are attained, the Association is committed to the following:
 - i. Providing a safe and healthful work environment;
 - ii. Taking prompt action against any Director who engages in threatening behavior or acts of violence or who uses obscene, abusive or threatening language or gestures; and
 - iii. Prohibiting Directors from possessing firearms where posted.
- D. In furtherance of this policy, Directors have a duty to bring to the attention of the Chief Executive Officer any workplace activity, situations, or incidents in violation of this policy that they observe or know of that involve other employees or members. This would include, but is not limited to, threats or acts of violence, physically aggressive behavior, offensive acts, threatening or offensive comments or remarks. The Association will not condone any form of retaliation against any Director for making a report in good faith under this policy.

III. RESPONSIBILITY

The Board of Directors is responsible for the administration of this policy.