



## Personnel Policies

### CITY OF WESLACO, TEXAS

#### VIOLENCE PREVENTION

Originally Approved:	02/21/2006
<b>Amended:</b>	02/24/2009
	08/07/2018
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The City seeks to provide an environment free from bullying and acts or threats of violence, and to respond effectively in the event such acts or threats of violence occur. Acts of violence and threats of violence, including any conduct involving the workplace or work relationships that causes an individual to fear reasonably for his or her safety, the safety of his or her family, friends, associates or property, are prohibited.

Firearms or weapons of any kind are prohibited on City premises or on your person while on duty. Further, firearms or weapons are not allowed in a City vehicle or in a personal vehicle if it is being used on City business. These prohibitions are not affected by legislation regarding the right to carry a weapon either concealed or not concealed.

If any employee suspects any employee or visitor is in violation of these prohibitions, the facts should be immediately reported to a supervisor or may be reported and/or contact the Human Resources Director, without regard to the employee's chain of command. No retaliation will be taken or tolerated against any employee who reports a suspected violation.

- Employees are free to contact our Police Department directly when they have reason to believe that doing so is essential to prevent actual or imminent unlawful harm to themselves, others or property.
- Any employee who applies for and obtains a protective or restraining order which lists any City location as being a protected area, must provide the Human Resources Director with a copy of the petition and order.

Once an act or threat of violence has been substantiated, the City will take prompt and effective action. Such action may include a medical and/or psychological evaluation, referral to law enforcement agencies, corrective action and/or termination of employment.