

ANTI-VIOLENCE POLICY

Douglas County Libraries (the “Library”) strives to maintain a work environment free from intimidation, threats, or violent acts. This includes, but is not limited to, intimidating, bullying, threatening or hostile behaviors; physical abuse; vandalism; arson; sabotage; use of weapons; carrying weapons on Library property other than those allowed with a current conceal carry license; or any other act, which, in the Executive Library Director’s opinion, is inappropriate to the workplace and in violation of the intent of this policy. In addition, bizarre or offensive comments regarding violent events and/or behavior are not tolerated.

Employees and volunteers are expected to make a timely complaint of observed violent behavior to enable the Library to promptly investigate and correct any behavior that may be in violation of this policy. Additional details can be found in the Library’s Employee Handbook.