



<b>Series</b> 100 Administration	<b>Effective Date</b> 12 /16/2022	<b>Review Date</b> Annually	<b>Directive Number</b>  <b>102.7</b>
<b>Chapter</b> 102 - Standard of Conduct			
<b>Reviewing Office</b> <i>Internal Controls</i>			<input type="checkbox"/> <b>New Directive</b> <input checked="" type="checkbox"/> <b>Revised</b> <i>Revisions in italics</i>
<b>References</b>			

## **VIOLENCE IN THE WORKPLACE**

### **102.7 - 1 POLICY**

The city of Detroit has adopted a policy of zero tolerance for any form of violence in the workplace. Physical acts of violence or threats of violence by or against persons who work for the Detroit Police Department (DPD) will not be tolerated.

### **102.7 - 2 Procedure**

Any department member who engages in any of the following activities may be subject to discipline, up to and including discharge, if such activity takes place on department property, or while the perpetrator or the affected member is on department business or engaged in work related activities:

1. Intentionally hitting, striking, or otherwise causing physical injury or bodily harm to another member, or causing or urging others to engage in such activity;
2. Engaging in any verbal/physical threatening or assaultive behavior directed toward another member, or causing or urging others to engage in such activity;
3. Engaging in a willful course of conduct involving physical/verbal harassment toward another member, which would cause a reasonable person to feel terrorized, frightened, intimidated, harassed, or molested;
4. Written or verbal communications, whether direct or indirect, which are of a threatening, intimidating, or coercive nature are prohibited;
5. The member, against whom any act of violence is offered, need not be aware of the offer nor fear or believe that the action will be carried out;
6. The use or threat of physical force, including fighting or horseplay; and
7. Vandalism or destruction of property.

The above listed prohibitions are not intended to apply to sworn members of the department who may be called upon, in the performance of their law enforcement duties, to use a level of force necessary and appropriate to affect a lawful arrest.

### **102.7 Workplace Violence**

All supervisors shall be responsible for implementing and maintaining safe workplace practices and communicating the policy to subordinates.

All employees, including supervisors and subordinates, who become personally aware, or through social media, i.e. Facebook, Twitter, etc., of violence in the workplace or any potentially dangerous situation shall be responsible for reporting incidents to *their* supervisor.

No person shall be retaliated against for having made a good faith report or complaint, or for participating in or aiding an investigation, of an incident or threat of violence in the workplace. Allegations of misconduct performed by members shall be investigated by Internal Affairs.