



GSI POLICY NUMBER HR-	REVISION # 1	EFFECTIVE DATE: NOV 1 2016	NUMBER OF PAGES 1 of 1
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"PROVIDING THE WARFIGHTER THE RIGHT SOLUTIONS AT THE RIGHT TIME"

Policy Title: Zero Tolerance

**Purpose**

The purpose of this policy is to provide a safe working environment for all employees, visitors and customers by minimizing the risk of acts or threats of violence in the workplace.

**Policy**

It is the policy of GSI to maintain a work environment that is safe for all persons, including the community, and conducive to attaining high work standards. All employees have the right to expect a place of employment that is free from behavior that can be considered harassing, abusive, disorderly, or disruptive. Any violent behavior or behavior that creates a climate of violence, hostility, or intimidation will not be tolerated, regardless of origin. Proactive measures will be taken to minimize the potential for violent acts. GSI will strictly enforce this policy.

This policy includes, but is not limited to, the following behaviors and situations:

- Violent or threatening physical contact (including fights, pushing, and physical intimidation.)
- Direct or indirect threats
- Threatening, abusive or harassing phone calls
- Possession of a weapon on company property
- Destructive or sabotaging actions against company property or employees' personal property
- Stalking
- Violation of a restraining order
- Threatening acts or abusive language that leads to tension within the work environment

Any person who makes substantial threats, exhibits threatening behavior, or engages in violent acts on shall be removed from the premises as quickly as safety permits, and shall be prohibited to return to the worksite pending the outcome of an investigation.

**Procedure**

Reporting of concerns or incidents can be made to an immediate supervisor, a member of the Human Resources Staff, or any member of management. GSI will initiate an immediate investigation and an appropriate response. This response may include, but is not limited to, termination of employment and/or criminal prosecution of the person(s) involved.

**General**

See GSI Policy #HR-xxxx Weapons, Munitions and Ammunitions in the Workplace

See GSI Policy #HR-xxxx Behavior of Employees