

Policy #8.23

POLICY TITLE:	WORKPLACE VIOLENCE	POLICY # 8.23	REVIEW DATES	
Topic Area:	HUMAN RESOURCES	ISSUED BY:	7/31/25	
Applies to:	LRE Employees			
Developed and Maintained by:	CEO, Human Resources	APPROVED BY: Chief Executive Officer		
Supersedes:	N/A	Effective Date: 5/17/2018	Revised Date:	

I. PURPOSE

To define workplace violence and provide guidance for employee reporting to maintain a work environment that is free of violence or the threat of violence.

II. POLICY

- A. Lakeshore Regional Entity (LRE) is committed to preventing workplace violence and to maintaining a safe work environment. Conduct that threatens, intimidates, or coerces another employee, a consumer, or a member of the public, whether verbal or physical, will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, sexual orientation or any characteristic protected by federal, state, or local law.
- B. Employees shall refrain from verbal intimidation, fighting, "horseplay," or other conduct that may be dangerous to others. Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from the premises of LRE unless properly authorized under the law (such as police officers).
- C. While, in accordance with [the State of Michigan Concealed Weapons Act 381](#) (effective July 1, 2001), LRE may not prohibit an employee from applying for or receiving a license to carry a concealed weapon. However, LRE is legally authorized and therefore prohibit any employee from carrying a concealed weapon, on or off LRE premises while working or representing LRE.
- D. Employees should promptly inform Human Resources (HR) of any protective or restraining order that they have obtained that especially lists the workplace as a protected area. Providing a photograph, vehicle identification and any other helpful information is key in this communication. This will only be shared with the necessary people.

III. APPLICABILITY AND RESPONSIBILITY

All staff members, volunteers, interns and visitors of LRE.

IV. MONITORING AND REVIEW

LRE shall review this policy at least annually and as necessary to maintain an adequate and acceptable standard of compliance and oversight as a Prepaid Inpatient Health Plan.

V. DEFINITIONS**VI. REFERENCES AND SUPPORTING DOCUMENTS**

Occupational Safety and Health Act of 1970

VII. RELATED POLICIES AND PROCEDURES

- 8.3 Discrimination and Harassment Free Workplace
- 8.2 Equal Employment Opportunity and Non-Discrimination
- 8.15 Emergency and Safety Plan
- 8.17 Accident and Injury Reporting

VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party

