

Ackley, Margaret

To: Glover, Jane

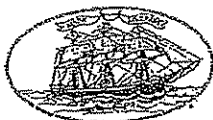
Cc: Brian Estep; Mayor Finizio

Subject: Workplace Violence

Jane, I brought to the Mayors attention the conduct of Attorney Eric Brown on Monday November 25, 2013. So as to assure something is done, I am also bringing the situation to your attention. Attorney Brown went berserk for no apparent reason, used foul vulgar sexist language, verbally assaulted me in the presence of my subordinates, and made me feel that he was going to physically attack me. I have put out a department order, prohibiting attorney Brown from all police buildings and grounds as matter of my personal safety. I request that the City take a pro-active stand and prohibit Attorney Brown from ALL municipal buildings and that a full investigation is conducted and all actions necessary to assure my safety are put into place immediately.

As the Chief of Police, I should not have to fear for my personal safety as it relates to the police union attorney. I deal with members of the public who are not always happy with police services, yet I have NEVER had a member of the public at large conduct themselves in such a threatening manner as Attorney Brown displayed. Please let me know what steps are being taken to assure my safety and to put my (and my family) heart and mind at ease concerning this matter.

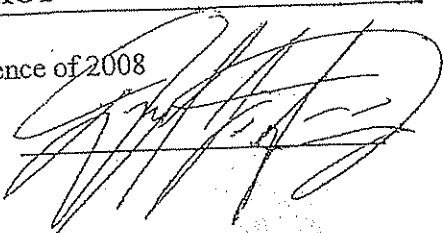
11/27/2013



WORKPLACE VIOLENCE POLICY

* Supersedes Zero Tolerance Policy of 1998 and Workplace Violence of 2008

Effective Date: November, 2012

Authorized: 

POLICY OVERVIEW:

The safety and security of its employees, officials and residents is important to the City of New London. Acts of intimidation, threats, threatening behavior, or acts of violence against employees, visitors or others associated with the City by anyone on City property or otherwise in the course of their relationship with the City will not be tolerated. Violations of this policy will lead to appropriate action that may include discipline up to dismissal, arrest and prosecution.

The City has a ZERO TOLERANCE policy against any form of intimidation, threats or violence in the workplace. All forms of intimidation, bullying, threats or violent acts are STRICTLY PROHIBITED. Violations of this policy include but are not limited to:

- participating in, provoking or otherwise contributing to any bullying, threat or violent act in the workplace;
- abuse, assault, battery, oral or written bullying or threats, intimidation, and harassment;
- and possession of any firearm(s) or any other type of weapon on any City property or work location(s) (unless authorized to carry weapons by the City).

PROVISIONS:

Because it is often difficult to distinguish between a real threat or bullying and one made in jest, all threats or verbal bullying will be treated as real and therefore even threats of violence spoken only in a joking manner are strictly prohibited by this policy. Additionally, any employee who makes a threat, whether express or implicit, exhibits threatening behavior, or engages in any violent act or other violation of this policy on City property or otherwise in the course of their employment with the City, shall be removed from the premises as quickly as safety permits, and shall remain off City property pending the outcome of an investigation. Depending on the circumstances involved, the City's response may include, but is not limited to, reassignment of job duties, discipline up to and including suspension and/or termination of employment, and/or criminal prosecution of the person(s) involved.

Reporting Workplace Violence

All City personnel are responsible for notifying their supervisors, Department Head, the Chief Administrative Officer or the Mayor of any violation of this policy, including but not limited to, any threats they have witnessed, received, or have been told that another person witnessed or received,

whether by another employee or a visitor. If there is an immediate risk of harm, contact the Police Department. All reports will be investigated fully and promptly by the Chief Administrative Officer, the City Attorney's Office or by a professional designee. However, if it is determined that any employee made an intentionally false or misleading report then that employee will be subject to appropriate disciplinary action.

The City's work premises, although open to the public, are restricted to individuals with a legitimate business purpose. For the safety of all, any employee who observes any individual (including current or former employees) loitering, or present on the premises without an apparent business need to be there or otherwise interfering with operations should contact their supervisors immediately to report the circumstance.