

# WORKPLACE VIOLENCE

## STATE OF COLORADO

EXECUTIVE CHAMBERS  
136 State Capitol  
Denver, Colorado 80203-1792  
Phone (303) 866-2471



Roy Romer  
Governor

**D0010 96**  
**EXECUTIVE ORDER**

### WORKPLACE VIOLENCE

- WHEREAS, the incidence and prevalence of workplace violence have increased in recent years; and
- WHEREAS, State employees have the right to expect their employer to take necessary steps to provide a violence-free environment and an opportunity to address issues concerning violence; and
- WHEREAS, the State of Colorado has several policies reflecting its commitment to maintaining a safe and healthy working environment for its employees, clients and the public; and
- WHEREAS, this policy on workplace violence is consistent with that commitment.

NOW, THEREFORE, I, Roy Romer, Governor of the State of Colorado, pursuant to the authority vested in me under the statutes and constitution of the State of Colorado, DO HEREBY ORDER THAT:

1. The state will not tolerate violent behavior or the threat of violent behavior directed by anyone toward state employees, customers, clients, state property or facilities. Such behavior may result in corrective and/or disciplinary action if it is committed by a state employee, and/or criminal charges when appropriate;
2. Possession of a firearm or weapon of any kind, including those defined by Colorado Revised Statute (C.R.S.) Title 18, Article 12, is prohibited at work, including in a state vehicle, except when such possession is a necessary requirement of an employee's job, or is approved by an appointing authority;
3. Violent behavior is defined as any act or threat of physical, verbal or psychological aggression or the destruction or abuse of property by any individual. Threats may include veiled, conditional or direct threats in verbal or written form, resulting in intimidation, harassment, harm or endangerment to the safety of another person or property;
4. This policy is not intended to preclude the use or threat of reasonable force, where appropriate, in the course of a state employee's assigned duties;
5. All threats to employee safety from any source, including domestic violence occurring in the workplace, will be taken seriously and addressed appropriately;

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GIVEN under my hand and the  
Executive Seal of the State of  
Colorado on this 13<sup>th</sup> day of  
August 1996.

  
Roy Romer  
Governor