

Chapter:	Health, Safety & Security Management		
Title:	Commitment to Non-Violence		
Policy: <input checked="" type="checkbox"/>	Review Cycle: Triennially	Adopted Date: 08.2020	Related Policies: Client Rights and Responsibilities Weapons
Procedure: <input type="checkbox"/>	Author: CEO/Designee	Review Date: 05.2020	

Purpose:

Hopeful Horizons (HH) is committed to preventing violence and maintaining a safe environment for employees, volunteers, clients, and visitors. This policy provides clarification on how HH demonstrates its commitment.

Scope:

This policy applies to

- All HH Staff
- Selected HH Staff, as specified:
- HH Board Members
- HH Volunteers
- Other: Clients of Service, Sub-contract Providers, Visitors

Policy:

It is the policy of HH that threats, stalking, abusive behavior or acts of violence against employees, visitors, or clients by anyone on HHs' property, or in connection with HHs' employment or business will not be tolerated (even those made in jest). HHs' policy extends to abusive language including threats of violence, sexist statements, homophobic or racist language, ethnic slurs, or harassment. This includes but is not limited to raising one's voice at a client (adult or child), colleague, volunteer, or speaking in a threatening or intimidating manner.

HHs' commitment to non-violence also applies to care-giver interactions with children and vulnerable adults. No child/vulnerable adult shall be physically punished or threatened with physical punishment or be spoken to in an abusive, threatening or intimidating manner.

In keeping with the agency's commitment to non-violence, movies, television shows and toys that promote or glorify violence (including toy guns/weapons) are not allowed on HH premises.

Violations of this policy will lead to corrective action, up to and including termination of employment or service/treatment. As appropriate, referral to appropriate law enforcement agencies determined.

Communication and Training:

This policy shall be reviewed at the time of initial employee orientation and during the periodic review process. Once the policy is approved/reaffirmed by the Board, employees will be notified of substantive changes. HH policies are available on the website and procedures are available on the employee portal. Clients shall receive notice of this policy when provided notice of their Rights and Responsibilities at the start of treatment.

Definitions:

NA

Other Related Materials:

Client Rights and Responsibilities Notice

References/Legal Authority:

NA

Change Log:

Date of Change	Description of Change	Responsible Party
4.2023	Updates the policy to the new template; Includes Communication & Training	N. Miller, Prog. Eval. Consultant