

## **DOMESTIC VIOLENCE POLICY**

### **PURPOSE:**

The purpose of this policy is to set forth guidelines for all Columbia County Rural Library District employees to address the occurrence of domestic violence and its impact on the workplace.

### **DESCRIPTION:**

Domestic violence is abusive behavior that is either physical, sexual, and/or psychological, intended to establish and maintain control over a partner. Domestic violence is a serious problem that affects people from all walks of life. It can adversely affect the well being and productivity of employees who are victims, as well as their co-workers. Other effects of domestic violence in the workplace include increased absenteeism, turnover, health care costs, and reduced productivity.

### **POLICY:**

Columbia County Rural Library District will not tolerate domestic violence in the workplace. The County Library District is committed to working with employees who are victims or perpetrators of domestic violence to prevent abuse and harassment from occurring in the workplace.

Columbia County Rural Library District will provide appropriate support and assistance to employees who are victims of domestic violence. This includes: confidential means for coming forward for help, resource and referral information, work schedule adjustments, or leave as needed to obtain assistance and workplace relocation as feasible. Other appropriate assistance will be provided based on individual need.

Employees who are perpetrators of domestic violence will be encouraged to seek assistance. The County Library District will provide information regarding counseling, certified treatment resources, and make work schedule arrangements to receive such assistance.

Any employee who commits domestic violence at the workplace or from the workplace may be subject to corrective or disciplinary action, up to and including dismissal. Corrective or disciplinary action may also be taken against employees who are convicted or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the employee's duties as a county library district employee. No employee will be penalized or disciplined solely for being a victim of domestic violence in the workplace.

Columbia County Rural Library District will take all reasonable measures to foster a safe environment for all employees and patrons.

### **HISTORY**

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Adopted September 10, 2009