

RESOLUTION NO. 01-2018

**RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CABAZON WATER DISTRICT
ADOPTING THE DISTRICT'S
"WEAPONS & VIOLENCE" POLICY**

WHEREAS, the threat of violence, and more specifically gun-related violence, is a matter of public concern; and

WHEREAS, it is the intent of the District to provide a workplace that is free from weapons and violence; and

WHEREAS, the Board of Directors wishes to adopt a Weapons & Violence policy to make express its intended practice.

NOW THEREFORE, the Board of Directors of the Cabazon Water District does hereby **RESOLVE, DETERMINE, and ORDER** as follows:

1. *Adoption of the Cabazon Water District "Weapons & Violence" Policy.*

The Board of Directors hereby adopts the Weapons & Violence Policy. The policy is attached hereto as Exhibit "A," incorporated herein and made part of this Resolution by reference.

2. *Authorization for Minor Amendments to Exhibit "A".*

The District's General Counsel and General Manager are hereby authorized to make minor amendments to the Weapons & Violence policy without further action by the Board of Directors. Minor amendments include improvements in descriptions, changes in comments, and other non-substantive changes. Substantial amendments such as changes in the Weapons & Violence policy must be presented to the Board of Directors for approval.

3. *Incorporation Into Personnel Manual*

Staff is directed to revise the District's Personnel Manual, upon completion and adoption of such Personnel Manual, to accurately reflect its Weapons & Violence policy.

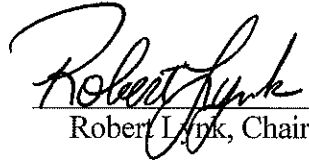
Adopted at a regular meeting of the Board of Directors held February 20th, 2018 by the following roll call vote:

Ayes: Sanderson, Israel, Davis, Lynk

Noes: Wargo

Absent: -none-

Abstain: -none-


Robert Lynk, Chair

ATTEST:

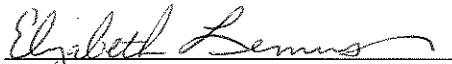

Elizabeth Lemus, Secretary

EXHIBIT "A" TO RESOLUTION 01-2018

Weapons & Violence Policy

[Attached]

WEAPONS & VIOLENCE.

1.01.1 *Zero Tolerance.* The District has adopted a “zero tolerance” Policy regarding workplace violence. Consistent with this Policy, acts or threats of physical violence, including intimidation, harassment, or coercion, which involve or affect the District or which occur on District property will not be tolerated. Acts or threats of violence include conduct which is sufficiently severe, offensive, or intimidating to alter the employment conditions at the District or to create a hostile, abusive, or intimidating work environment for one or several District employees.

1.01.2 *Weapons.* Generally, employees and guests shall not carry firearms or any other deadly weapons in District vehicles or on District property. Those who feel that they require personal protection shall discuss same with their supervisor or General Manager. Management will then review the conditions and determine what action, if any, is appropriate.

The general weapons prohibition shall be consistent with the terms of Penal Code section 171b and shall not apply to a duly appointed peace officer or retired peace officer with authorization to carry concealed weapons. Employees who lawfully carry shall comply with all terms of their CCW license and adhere to all other relevant laws. Employees who lawfully carry shall also keep their weapons secured during business hours unless there is a reasonable apprehension of imminent harm.

1.01.3 *Workplace Violence - Definition.* Workplace violence includes, but is not limited to the following:

- (1) All threats or acts of violence occurring on District premises, regardless of the relationship between the District and the parties involved in the incident.
- (2) All threats or acts of violence occurring off the District premises involving someone who is acting in the capacity of a representative of the District.
- (3) All threats or acts of violence occurring off the District premises involving an employee of the District if the threats or acts affect the legitimate interests of the District.
- (4) Any acts or threats resulting in the conviction of an employee or agent of the District, or of an individual performing services for the District on a contract or temporary basis, under any criminal code provision relating to violence or threats of

violence which adversely affect the legitimate interests and goals of the District.

1.01.4 *Specific Examples.* Specific examples of conduct which may be considered threats or acts of violence include, but are not limited to, the following:

- (1) Hitting or shoving an individual.
- (2) Threatening an individual or his or her family, friends, associates, or property with harm.
- (3) The intentional destruction or threat of destruction of District property.
- (4) The intentional damage or destruction or threat of destruction of a co-worker's personal property.
- (5) Harassing or threatening phone calls.
- (6) Harassing surveillance or stalking.
- (7) The suggestion or intimation that violence is appropriate.
- (8) Unauthorized possession or inappropriate use of firearms or weapons.