

RESOLUTION
R 83- 13

**A RESOLUTION AUTHORIZING SIGNATURE OF THE
VILLAGE MANAGER AND/DESIGNEES ON AN AGREEMENT**

WHEREAS, the Corporate Authorities of the Village of Lombard accepted the Personnel Manual on February 1, 1990, with the approval of Resolution R-70-90; and

WHEREAS, Section 2 of Resolution 70-90 provides that any substantive change to the Human Resources Manual be presented to the President and the Board of Trustees for their approval.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LOMBARD, DU PAGE COUNTY, ILLINOIS, as follows:

Section 1: That the Village of Lombard Human Resources Manual be amended as provided in Attachment "A".

Section 2: That attachment "A" be distributed to all employees and elected officials.

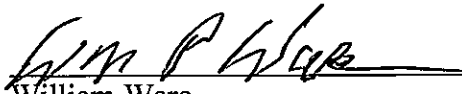
Adopted this 7th day of February, 2013.

Ayes: Trustees Gron, Giagnorio, Wilson, Breen, Fitzpatrick and Ware

Nayes: None

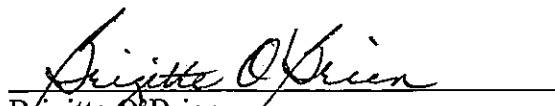
Absent: None

Approved this 7th day of February, 2013.



William Ware
Acting Village President

ATTEST:



Brigitte O'Brien

Exhibit "A"

I. CHAPTER 1 - INTRODUCTION

C. WORKPLACE VIOLENCE POLICY

The Village of Lombard has a zero tolerance policy towards violence or threats of violence in the workplace. The Village of Lombard is committed to maintaining a workplace that is free from violence and the threat of violence. Nothing is more important to the Village of Lombard than the safety and security of its employees. The Village of Lombard is committed to providing, in so far as it reasonably can do so within available resources, a safe environment for working and conducting business. The Village will not tolerate. There will be zero tolerance for acts of violence or threats of violence committed by or against Village employees, whether working or not working, on or off Village property.

Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone will not be tolerated. Violations of this policy will lead to disciplinary action, which may include dismissal, arrest, and prosecution.

Any person who makes threats, exhibits threatening behavior, or engages in violent acts against Village employees shall be removed from the premises as quickly as safety permits, and shall remain off the premises pending the outcome of an investigation. The Village will initiate an appropriate response. This response may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved. Nonemployees engaged in or threatening violent acts against Village employees or on Village premises will be reported to the proper law enforcement agency for investigation and prosecution as appropriate.