

ABI Resources LLC

Behavior Policy

ABI Resources LLC is committed to providing a work environment in which all employees and volunteers are treated with dignity and respect.

Workplace violence is defined as actions or words that endanger or harm another employee or result in another employee having a reasonable belief that he/she is in danger.

Conduct which makes the individual feel endangered is a violation of this policy even though that may not have been the intention of the actor.

Examples of workplace violence amounting to behavioral misconduct include but are not limited to

- verbal or physical threats
- assaults or other violence
- any behavior that causes others to feel unsafe such as bullying, shouting, or name calling from a colleague or supervisor
- repeated stories about violence and aggressive conduct
- belligerent, threatening or offensive comments
- remarks about firearms, weapons, or similar potentially dangerous or violent activity
- hitting, pushing, or other similar physical contact, including touching or threats to take such action
- gestures or the display of offensive signs or pictures

Violent conduct also has no place at ABI Resources LLC. ABI Resources LLC is committed to providing a workplace that is safe and free from any acts of violence or threats of violence in any form.

ABI Resources LLC will not tolerate any type of any workplace violence of its employees, volunteers, vendors/ business partners or clients/consumers.

It is not considered harassment, discrimination or other behavioral misconduct of any sort for ABI Resources LLC or a supervisor to enforce job performance and standards of conduct in a consistent manner.

Employees who feel that they are a victim of violent behavior by any other person at ABI Resources LLC are urged to report the behavior to their supervisor or, if the supervisor is not available or the employees is uncomfortable doing so, to management. Supervisors must report any incidents of violence, whether or not committed by one of their direct reports, to management.