

STATEMENT OF POLICY ON WORKPLACE AND FAMILY VIOLENCE

WPS is committed to a safe, productive and supportive work environment and to the safety and security of its employees. To this end, WPS maintains a zero tolerance policy on violence in the workplace.

Violence of any nature will not be tolerated. This includes, but is not limited to threats (direct or implied), verbal abuse, harassment, physical attacks, stalking or other forms of intimidation. WPS also realizes that violence that occurs away from the office can often follow to the workplace and can result in harm to people or property or interfere with another's work performance, or can create an intimidating, hostile or offensive work environment.

To enable employees to seek assistance for domestic violence needs, WPS encourages management to respond to employees who are victims of violence in an open-minded manner. WPS respects employees' needs for confidentiality and self determination whenever possible.

WPS management and supervisors shall take prompt, corrective action immediately upon becoming aware of violence of any nature. Such action may include appropriate discipline up to and including termination of the offending employee(s).

Any employee who is subjected to violence of any nature should immediately contact their supervisor, their department or division head, Employee Services or the building security officer. All complaints will be promptly and confidentially investigated.

WPS also believes that offering employees opportunities to increase their awareness of intimate partner violence, and to prevent and reduce the impact of the violence in the lives of our employees. We provide workplace educational and informational resources to employees whenever feasible, which many include posters, brochures, articles, or trainings on intimate partner violence and about community resources.