



---

## ZERO TOLERANCE ON VIOLENCE AND HARASSMENT

### We need your help to Create a Safe and Healing Environment.

Our role, as employees of Indian Family Health Clinic (IFHC), is to promote and provide health care in a balance of care for body, mind and spirit in a safe environment. When threatening behavior or disrespectful language toward our staff or another patient keep us from our primary mission, we must take care and effort to support our care givers and patients. As an organization, we do many things to keep staff and patients safe, including partnering with our local law enforcement agencies. IFHC firmly supports a culture of safety, respect and tolerance for all who enter our doors and receive services. IFHC employees and patients are a valued gift to the community and we ask that you treat them and each other as such.

#### EXAMPLES OF PROHIBITED BEHAVIOR INCLUDE:

- Physical assault
- Threats
- Failure to respond to reasonable and necessary staff directions or requests
- Verbal harassment
- Abusive language
- Sexual language directed at others
- Sexual harassment in any form
- Discriminatory language directed at others
- Other actions that may appear or be perceived as a threat

There is **ZERO TOLERANCE** for the above and any other forms of hostile, violent, discriminatory or harassing behavior and/or actions. Incidents may result in but are not limited to, removal from this facility, permanent exclusion from this facility, and/or legal action.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Staff Witness: \_\_\_\_\_

Date: \_\_\_\_\_