

**United States Department Of The Interior
BUREAU OF LAND MANAGEMENT
National Human Resources Management Center
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To: All BC, HR, NI, NPIT, RS, and WO Field BIA Liaison Office Employees

From: Director, National Human Resources Management Center

Subject: Violence in the Workplace Policy

This Information Bulletin renews the “zero tolerance” policy currently in place concerning violent, harassing, and threatening behavior by, or towards, employees assigned to the National Business Center, National Human Resources Management Center, National Applied Resources Science Center, and the National Information Resources Management Center.

Management officials at all four Centers are committed to maintaining a “zero tolerance” work environment free from violence, threats of violence, harassment, intimidation, and/or other disruptive behavior. This means that management officials will be held accountable for ensuring swift and appropriate action, up to and including removal from Federal service, is initiated against employees who engage in violent, harassing, intimidating, and/or threatening behavior directed against employees or management officials. Examples of this type of behavior includes, but is not limited to, oral or written statements, gestures, or expressions that communicate a direct or indirect threat of harm.

Questions and concerns regarding this policy may be directed to the Employee Relations Office at 303-236-6690.

Signed
Mark Whitesell
Acting Director, NHRMC

Authenticated
Patty Elliott
Employee Relations Specialist

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