
TVA Policy Statement on Workplace Violence Prevention

TVA Employees

WORKPLACE VIOLENCE PREVENTION

Preventing workplace violence is a growing concern in the United States. The Tennessee Valley Authority is committed to working with our employees to maintain a violence free workplace. It is our intent to prevent violence by creating a workplace environment free of behavior that leads to violence.

Consistent with our Employee Discipline Policy, violence, threats, harassment, intimidation, and other disruptive behavior in our workplace will not be tolerated. All reports of incidents will be taken seriously and will be dealt with appropriately. Such behavior can include direct or indirect oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and will be subject to disciplinary action up to and including termination, criminal penalties, or both.

Employee cooperation is expected. Each individual is expected to treat coworkers and the public with courtesy and respect. If you experience or observe violent, threatening, or other disruptive behaviors in the workplace, report it to a supervisor or manager. If the situation demands immediate attention, the TVA Police at 1-800-548-4005 should be notified. If you observe such behavior being exhibited away from the workplace and you believe it raises serious concerns about the potential for violence in a TVA workplace, you should report the incident as described above.

TVA executives will support these efforts to keep our working environment safe and free from violence or threats of violence. Appropriate disciplinary actions for violence in the workplace are outlined in TVA's Employee Discipline Policy.
