



**COMMANDING OFFICER'S  
STATEMENT ON  
VIOLENCE, THREATENING BEHAVIOR, AND  
INAPPROPRIATE/UNPROFESSIONAL CONDUCT**



The safety and productivity of this Command are paramount. Acts or threats of violence, threatening behavior, and inappropriate/unprofessional conduct in the workplace are unacceptable. Any behavior that creates a climate of violence, hostility, or intimidation will not be tolerated, regardless of origin.

Bullying, harassment, intimidation, physical or mental abuse, offensive or obscene language, or threats by any employee or affiliated individual(s) will not be tolerated at this Command. All members of this Command will be treated with dignity and respect. Those who do not treat others with dignity and respect may be subject to disciplinary action up to and including removal from the Federal Service or debarment from this Command, and all its property, to include possible criminal charges.

Immediate and appropriate action will be taken when the Command is made aware of allegations of violence, threatening behavior, and inappropriate/unprofessional conduct. Managers and supervisors who do not properly carry out their responsibilities may also be subject to appropriate corrective action.

Employees who are subjected to or observe such behavior should inform their supervisor, another management official, or the Labor and Employee Relations Office as soon as possible. The reporting employee's confidentiality will be protected to the fullest extent possible.

I am committed to keeping the workplace safe and productive. The Labor and Employee Relations Office is standing by to assist and can be reached at (252) 466-5047.

**B. C. BURKS**  
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COMMANDING OFFICER  
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