

Greater Las Vegas Association of REALTORS®
Las Vegas REALTORS®
POLICY 100-6B

SUBJECT: Workplace Violence Policy

SOURCE: Board of Directors

GLVAR promotes a safe environment for its directors, officers, employees, members and visitors. GLVAR is committed to working with its employees and members to maintain a work environment free from violence, threats of violence, intimidation, and other disruptive behavior.

Violence, threats, intimidation, and other disruptive behavior on GLVAR's premises or at GLVAR events will not be tolerated. Appropriate action will be taken against anyone who violates this policy.

GLVAR needs your cooperation to implement this policy effectively and to maintain a safe environment in the workplace or at GLVAR functions.

Zero Tolerance Workplace Prevention Policy

GLVAR has a policy of zero tolerance for violence. If you engage in any violence or threaten violence on GLVAR's premises or at a GLVAR event, or engage in other acts prohibited by this policy, you may be removed from the premises or GLVAR events, including the potential for being permanently barred for serious offenses. Association members who violate this policy may be removed from boards, committees, and barred from participating in other GLVAR activities.

"Violence" includes, but is not limited to, the following: physically harming another; shoving; pushing; oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm; any statements or actions that are intended to or are likely to provoke an oral or physical response that would violate this policy; brandishing weapons; and threatening or talking of engaging in those activities.

It is the intent of this policy to ensure that everyone associated with GLVAR, including its directors, officers, employees, members and visitors, never feels physically threatened by anyone's actions or conduct on GLVAR's premises or at any GLVAR function.

Reporting violence or making a complaint. It is everyone's business to prevent violence on GLVAR's premises and at GLVAR's functions, regardless of where they are located. You can help by reporting what you see in the workplace or at a function that could indicate someone who is in trouble or who may be violating this policy.

You are encouraged to report any incident that may involve a violation of GLVAR's policies that are designed to provide a safe environment in the workplace or at GLVAR functions. If you observe or experience violent, threatening, intimidating, or other disruptive behavior by anyone on GLVAR's premises or at a GLVAR event, regardless of who they are, report it immediately to the Chief Executive Officer or the President. You may remain anonymous.

All reports will be taken seriously and will be dealt with by the Member Conduct Committee established under Policy 500-12L.

The steps proscribed in Policy 100-6C will apply to all complaints under this Policy 100-6B.

Last Revision: August 15, 2024