

## 90-600.10. ACTS OF VIOLENCE/THEFT/VANDALISM

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**A. General** This section provides information regarding the treatment of acts of violence, theft, and/or vandalism in the GR Program.

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**B. Policy** HHSA will not tolerate violent or destructive acts in the FRCs or at agencies with which HHSA contracts for providing services to HHSA or its customers. The policy is to discourage these antisocial acts of violent behavior against others and/or property by sanctioning the offending GR applicants/recipients.

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**C. Definition** Acts of violence subject to sanction include, but are not limited to, the following:

- making a bomb threat
- stabbing, biting, shooting, hitting, punching, slapping, pushing, spitting upon, urinating on
- throwing chemicals, rocks, or other potentially dangerous items at another
- restraining another person
- perpetuating any act(s) of theft or vandalism on County and/or worksite property.

The only exception will be acts that are unavoidable and/or reasonably necessary for personal self-defense.

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**D. Location of Acts** This policy encompasses any act of violence against another person or theft/vandalism of any property within a FRC, surrounding an FRC parking lot, at a GR Hearing, or at an agency to which the GR applicant/recipient is assigned by the County to complete a Work Project or to complete an activity with a contracted County agency, such as a GREE or Substance Abuse Services appointment.

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**E. Informing Requirements** GR applicants/recipients will be informed at Orientation of these requirements and to avoid all confrontational situations in which they might have to prove they acted in self-defense. Also, these requirements are listed on the 11-38 HHSA Coversheet which is given to each GR applicant/recipient.

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## 90-600.10. ACTS OF VIOLENCE/THEFT/VANDALISM, Continued

### F. Investigation and Evaluation Determination Procedures

The police will be called if any act(s) of violence occurs requiring their intervention. Contacting the police will be at the discretion of the FRC Manager. The details of the incident are to be given to the FRC Manager in writing as shown in the table below.

If the ...	Then ...
recipient is assigned to a worksite,	<ul style="list-style-type: none"> <li>• The Social Worker assigned to investigate the incident will write the Social Worker's Incident Report.</li> <li>• The FRC Manager will be given a copy of the incident report including witness statements and the Social Worker's evidence and circumstances to determine if a sanction should be applied.</li> </ul>
incident occurs at the FRC,	<ul style="list-style-type: none"> <li>• The Security Guard and/or any other witness(es) will provide written statements about the incident to the FRC Manager.</li> <li>• When feasible, the applicant/recipient should also be asked to complete a written statement on the General Affidavit, CSF 2.</li> <li>• The FRC Manager will evaluate the evidence presented and determine if a sanction should be applied.</li> <li>• Further investigation may be necessary to ensure that enough information about the incident is known to determine if there is adequate documentation and cause for a sanction.</li> <li>• The assigned worker will be notified of the FRC Manager's decision.</li> </ul>

A sanction should not be applied if the applicant's/recipient's actions were the result of a physically violent act by another party which resulted in the applicant's/recipient's action necessary for personal self-defense.

### G. Sanctions

Applicants/recipients who are found to have acted in a violent manner, not resulting from unavoidable actions necessary for their own personal self-defense, and those who steal or vandalize property, will be ineligible for GR as follows:

- applicants will be denied and the sanction period applied
- recipients will be discontinued with timely notice and the sanction applied.

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### H. Sanction Periods

The sanction periods are shown in the table below.

<b>Instance</b>	<b>Sanction Period</b>
First	Three months from either the: <ul style="list-style-type: none"><li>• effective date of the negative action; or</li><li>• date the person is released from an incarceration that resulted from the offense, whichever is longer.</li></ul>
Second	Six months
Third	Permanent ineligibility

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### I. Sanction Reversals

The Appeals Manager will contact the FRC Manager prior to overturning a sanction due to lack of documentation. The FRC Manager can provide the GR Hearing Officer with additional information, clarification, and/or documentation. The sanction decision may be reversed by the GR Hearing Officer only if the documentation provided is inadequate.

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