

  
**State of Iowa**  
**Executive Department**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

**EXECUTIVE ORDER NUMBER 57**

- WHEREAS, employees of the State of Iowa are a valuable resource to the citizens they serve and the State as an employer; and
- WHEREAS, the State of Iowa recognizes that violence at work can seriously affect employee work performance and morale; and
- WHEREAS, employees have the right to work in an environment free from threats, intimidation, harassment, and acts of violence; and
- WHEREAS, the State of Iowa is committed to maintaining a violence-free workplace.

NOW, THEREFORE, I, Terry E. Branstad, Governor of the State of Iowa, by the virtue of the authority vested in me by the Laws and Constitution of the State of Iowa, and in support of our continuing efforts to maintain a violence-free workplace, do hereby order the following:

- I. The Iowa Department of Personnel shall develop a policy for all executive branch employees that will assist in preventing the potential for violence in the workplace, reducing the negative consequences for employees who experience or encounter violence, and maintaining a work environment of respect and positive conflict resolution.
- II. The Iowa Department of Personnel shall offer training to executive branch managers, supervisors, and employees, focusing on prevention of workplace violence, reporting threats of violence, and conflict resolution.
- III. The Iowa Department of Personnel shall establish a Threat Assessment Team to assist departments in the prevention, investigation, and resolution of threats and other acts of violence.

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Iowa to be affixed. Done at Des Moines this 28th day of June in the year of our Lord one thousand nine hundred and ninety-six.

  
GOVERNOR



ATTEST:

  
SECRETARY OF STATE