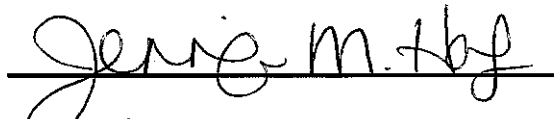


K-State Research and Extension, Marais des Cygnes Extension District
Statement on Workplace Violence/Behavior

The safety and security of Marais des Cygnes Extension District employees, volunteers, and customers are very important. Threats, threatening behavior, acts of violence or any related conduct which disrupts another's work performance or the district's ability to execute the mission of the organization will not be tolerated.

The Marais des Cygnes Extension District is committed to maintaining a safe, Supportive, civil, and productive work environment that treats everyone involved with respect and dignity. It is a violation of this policy for employees or other individuals to engage in acts or threats of violence against persons or property, including acts of intimidation, harassment, or other inappropriate behavior that causes fear for personal safety and/or disruption in the workplace or at any District sponsored or supported event. Violent or disruptive behavior will not be tolerated, and all reports of incidents will be taken very seriously and dealt with appropriately. Individuals who create a hostile work environment may be removed from settings and prohibited from returning.

A handwritten signature in black ink, reading "Jenie M. Hbf", written over a horizontal line.

Marais des Cygnes Extension District
Board Chair