



UNITED STATES GOVERNMENT
National Labor Relations Board

Date: September 30, 2025
To: All Employees
From: William B. Cowen, Acting General Counsel
David M. Prouty, Board Member
Subject: Workplace Safety Policy Statement

It is the NLRB's policy to promote a safe workplace for its employees. The Agency is committed to working with its employees to maintain a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior.

Violence, threats, harassment, intimidation, and other disruptive behavior in our workplace will not be tolerated. This includes oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. All reports of such conduct will be taken seriously and will be quickly dealt with appropriately. Individuals who commit such acts may be subject to disciplinary actions up to and including removal, criminal penalties, or both.

We need your cooperation to implement this policy effectively and maintain a safe working environment. Do not ignore violent, threatening, harassing, intimidating, or other disruptive behavior. If you observe or experience such behavior by anyone on Agency premises or while carrying out off-site duties, regardless of whether they are an Agency employee, report it immediately to local management or Headquarters Security Branch (202-273-1990).

Supervisors and managers who receive such reports should seek advice from the Security Branch regarding investigating the incident and initiating appropriate action. If the individuals involved are Agency employees, management should contact the AskHR Help Line (202) 273-2866. Threats or assaults that require immediate attention should be reported first to your local security or local police.

If you have any questions, please contact the Agency's Chief Security Officer, Raymond Hankins, at Raymond.Hankins@nlrb.gov or 202-273-1990.

/s/ William B. Cowen
William B. Cowen
Acting General Counsel

/s/ David M. Prouty
David M. Prouty
Board Member