



**State of New Jersey  
Executive Order #49**

**Governor Christine Todd Whitman**

WHEREAS, violence in the workplace is a growing concern at all levels of government; and

WHEREAS, violence against employees can take many forms including harassment, threats and physical acts of violence; and

WHEREAS, the State of New Jersey recognizes its obligation to provide a safe, respectful and harmonious work environment for each of its employees; and

WHEREAS, each employee has the right to a workplace free from violence and threats of violence; and

WHEREAS, because of the unique nature of their work, government employees may be at increased risk of violence in the workplace; and

WHEREAS, the Department of Personnel has conducted relevant research on workplace violence and is responsible for all aspects of employment and employee development on behalf of the citizen-employees in State departments, agencies and organizations;

NOW, THEREFORE, I, CHRISTINE TODD WHITMAN, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the Statutes of this State, do hereby ORDER and DIRECT:

1. The policy of the State of New Jersey shall be that harassment, intimidation, violence or threats of violence by or against its employees shall not be tolerated, and that the State of New Jersey shall not tolerate any violence or threats of violence against any State property or installation.
2. The Commissioner of Personnel shall recommend strategies for prevention, action and reaction to incidents of workplace violence and provide each department, office, division or agency of State government with technical assistance and/or consultative services in order to implement this policy.
3. This Order shall take effect immediately.

GIVEN, under my hand and seal this  
17th day of April in the Year of Our  
Lord One Thousand Nine Hundred  
and Ninety-Six and of the  
Independence of the United States,  
the Two Hundred and Nineteenth.

Christine Todd Whitman  
Governor