

## **Boyd Gaming Team Member Security and Workplace Violence Policy**

**EFFECTIVE: 06/01/2007**

**REVISED: 01/02/2013**

Boyd Gaming Corporation ("Company") is committed to providing a workplace environment that is safe and free from acts of intimidation, threats of violence or actual violence. Acts and threats of violence in the workplace are strictly prohibited and will not be tolerated in any form.

Some types of violence are impossible to foresee or to prevent, but supervisors should strive to recognize and respond effectively to early warning signs of potential violence. The Company's zero tolerance policy and the warning signs follow in this policy.

### **Work Place Violence Zero Tolerance Policy**

#### **Threats or Acts of Violence**

Any intentional act of intimidation, threat of violence, or act of violence committed against any person or to the property of another while on the property of the Company, its subsidiaries or affiliates is prohibited, including but not necessarily limited to:

#### **Act(s) of intimidation:** (Implied threat)

Any willful act/behavior directed toward another person, the result of which causes the other person to reasonably fear for his or her safety or the safety of others.

#### **Threat(s) of violence:** (Actual threat)

Any willful act/behavior directed toward another person that threatens the other person or which threatens damage to the property of another, under such circumstances that would cause the other person to reasonably fear for his or her safety, the safety of others or damage to said property.

#### **Act(s) of violence:**

Any willful act/behavior committed against another person or the property of another, the result of which causes bodily injury, however slight, to the other person or damage to the property of another.

### **Possession of Firearm or Weapon**

No person shall possess or have control of any firearm, deadly weapon, prohibited knife or explosive device while on the property of the Company, its subsidiaries or affiliates except as required in the lawful course of business or as authorized by the Company's firearms policy located in the Corporate Security Manual.

### **Reporting a Violation**

Any Company team member who is the subject of, or a witness to, a suspected violation of this policy should report the violation to the next-in-line supervisor who is not a party to the violation. Any emergency, perceived emergency, or suspected criminal behavior shall be immediately reported to the local police department via 911 **and** the Security Department.

### **Knowledge of Suspected Violation**

Any company supervisor, manager, or person in authority who is the subject of, a witness to, or who receives a report of a suspected violation of this policy shall promptly document and forward the suspected violation to Human Resources.

Regardless of the source, all threats or indications of potential violence should be taken seriously. Violations of the Zero Tolerance Policy should be reported as indicated in this policy. Any Boyd Gaming team member found to be in violation of this policy shall be subject to disciplinary action, up to and including termination.

**Any immediate threat of violence or act of violence should be immediately reported to the local police department via 911 and the Security Department by dialing your property's Security Department's number.**