



# National Postal Mail Handlers Union

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**Kevin P. Tabarus**  
*National Secretary-Treasurer*

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*Vice President  
Southern Region*

**Don J. Sneesby**  
*Vice President  
Western Region*

March 24, 2025

To: Local Presidents  
Regional Directors/Representatives  
National Executive Board

Fr: Eugene Horton  
Contract Administration Representative

Re: **USPS reaffirms its commitment to the Zero Tolerance Policy and Reporting Procedures**

Dear Brothers and Sisters:

Please find enclosed a copy of the above-reference USPS reaffirms its commitment to the Zero Tolerance Policy and Reporting Procedures.

According to the Service, this memorandum reaffirms the Postal Service's position on violence and inappropriate behavior in the workplace. Every Postal Service employee has a right to perform their assigned duties in an atmosphere free of threats and assaults. We are committed to ensuring a safe working environment for all employees.

Threats or assaults made directly or indirectly toward any employee, contractor, or postal customer, even in jest, will not be tolerated. This misconduct causes very real concern and apprehension on the part of employees and customers to whom this type of action is directed.

The Postal Service's Zero Tolerance Policy places all employees on notice that threats, assaults, bullying, intimidation, or other acts of violence committed against other postal employees, contractors, or customers will be addressed and means that each and every act or threat of violence, regardless of the initiator, elicits an immediate and firm response, which will result in corrective action, up to and including removal from the Postal Service. This includes threats made through any form of social media.

Employees should immediately report to management any unusual situation that has the potential to cause workplace violence. Reports to the Inspection Service, at the request of the employee who reports the incident, will be handled anonymously.

Our commitment is to provide a violence-free workplace.

**If you are domiciled at L'Enfant Plaza, emergency situations, including domestic situations that could pose a threat to the workplace, should be reported to the Postal Police at extension 4566 or the Inspection Service at 877-876-2455. Both numbers are monitored 2417.**

Enclosed are copies of the following:

- Mandatory Stand-Up Talk – Workplace Violence Prevention
- USPS News Link Article, “*USPS is committed to being a safe workplace*”

Please disseminate this information as you deem appropriate. Should you have any questions contact the Contract Administration Department.

Cc: Paul V. Hogrogian, National President  
Kevin P. Tabarus, National Secretary-Treasurer  
Teresa L. Harmon, Manager Contract Administration



February 27, 2025

HEADQUARTERS AND HEADQUARTERS FIELD UNIT EMPLOYEES

**SUBJECT: Zero Tolerance Policy and Reporting Procedures**

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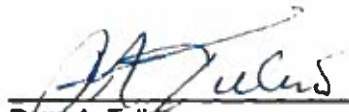
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Employees should immediately report to management any unusual situation that has the potential to cause workplace violence. Reports to the Inspection Service, at the request of the employee who reports the incident, will be handled anonymously.

Our commitment is to provide a violence free workplace.

If you are domiciled at L'Enfant Plaza, emergency situations including domestic situations that could pose a threat to the workplace, should be reported to the Postal Police at extension 4566 or the Inspection Service at 877-876-2455. Both numbers are monitored 24/7.

  
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Doug A. Tulino  
Chief Human Resources Officer  
and Deputy Postmaster General

  
\_\_\_\_\_  
Gary R. Barksdale  
Chief Postal Inspector

# Mandatory Stand-Up Talk

January 2025

## Workplace Violence Prevention



The Postal Service has a zero-tolerance policy toward workplace violence.

Zero tolerance means every act or threat of violence and any inappropriate behavior will be addressed. No employee should have to work in an atmosphere of fear and intimidation. Claiming that a remark was made in jest will not lessen the Postal Service's response.

**If a threat or act of violence has occurred:**

- Take every incident or threat of violence seriously and report it immediately to the Postal Inspection Service at **877-876-2455**.
- Report any other inappropriate workplace behaviors — such as uncontrolled anger, words or actions intended to intimidate or bully another person, or harassment — to your management officials. They will notify their threat assessment team as needed, and management will conduct an administrative investigation.

*In situations where violence is imminent or actively occurring, call 9-1-1.*

**Here's what you can do on a personal level:**

- Choose to behave in a way that promotes a positive work environment.
- Act in a professional manner, even when you are having a bad day.
- Remember the Employee Assistance Program (EAP) is a free benefit that is available 24 hours a day for all postal employees and their families. EAP provides assessment, referral, and short-term counseling face-to-face or by telephone, video, or text. Call **800-EAP-4YOU, (800-327-4968)**, TTY: **877-492-7341** or go to **www.EAP4YOU.com** for more information.

If you or someone you know has suicidal thoughts, actions, or displays other warning signs of suicide, do not ignore them. If the person is your co-worker, reach out and suggest they get help. Call EAP or 9-8-8 to discuss your concerns. 9-8-8 is the three-digit, nationwide phone number to connect directly to the National Suicide and Crisis Hotline.

You are our first line of defense against workplace violence. Thank you for helping to prevent workplace violence each and every day.

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NEWS

# USPS is committed to being a safe workplace

The organization reminds employees of its zero-tolerance policy for threats, violence

Today at 5:05 a.m. ET



*USPS is committed to cultivating a positive and safe work environment for all employees.*

The Postal Service is reminding employees that it has a zero-tolerance policy regarding workplace threats and violence.

The organization is committed to cultivating a positive and safe work environment that's free of threats, intimidation, bullying and violence for all employees.

To help fulfill this commitment, a threat assessment team is available to respond to threats, assaults and potential violence at all postal locations. These teams are located at district and area offices and USPS headquarters in Washington, DC.

Team members are trained to assess the potential of danger or harm, whether implied or direct. The goals are to reduce risks to employees and the Postal Service, discourage inappropriate behavior and resolve conflicts.

Employees who've been threatened or believe they're in a potentially unsafe situation that involves a co-worker, contractor, customer or management — or employees who are experiencing a domestic violence situation that could pose a threat in the workplace — should notify their immediate supervisor, the local threat assessment team and the Postal Inspection Service.

The zero-tolerance policy and reporting procedures are distributed by every district, area and headquarters by the end of March each year at all USPS locations.

All facilities must permanently post the policy on bulletin boards and in other prominent locations.

The Postal Service requires all managers and supervisors to deliver a mandatory stand-up talk to employees to ensure they know how to contact their local threat assessment team. This year's stand-up talk is posted on the MyHR website's [Workplace Violence Prevention page](#).

The USPS social media policy stipulates that the use of social media must abide by all postal policies concerning appropriate conduct and threats of violence in the workplace.

Employees should report emergency situations to the Inspection Service at 877-876-2455 or call 911. The Inspection Service number is monitored 24/7.

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**More to read**



## Watch the PMG's latest employee video

He discusses recent developments involving USPS

🕒 Feb. 25



## USPS to offer retirement incentive

The opportunity is for VER and optional eligible employees in certain crafts

🕒 Jan. 13



## Here's when USPS employees will be paid this year

🕒 Jan. 2

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Columns



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Link



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USPS



**USPS National Employee Emergency Hotline:**  
888-363-7462

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