

# Construction Advisory

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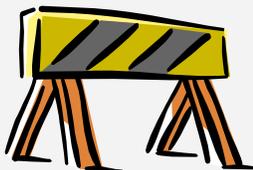
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Construction Advisory should  
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## Workplace Conduct Expectations

This Construction Advisory serves as a reminder of workplace conduct expectations for both the agency and contractor employees.

It is the Michigan Department of Transportation's (MDOT's) policy to promote a safe environment for its employees, free from acts of violence, threats of violence, or harassment. Any verbal or physical conduct or communication that substantially interferes with an employee's ability to get work done, or creates a hostile, threatening, offensive, and/or intimidating work environment shall not be tolerated. Complaints of violence, threats of violence, or discriminatory harassment shall be investigated. Violators of this policy shall be subject to disciplinary action or contract sanctions.

In accordance with the *2003 Standard Specifications for Construction*, it shall be the contractor's responsibility to protect the life and health of all personnel on the job. The contractor shall perform the work in whatever manner may be required to comply with all applicable laws. Acts or threats of violence towards State employees, State customers, citizens, or other persons having business association with MDOT will not be tolerated. Violation of these requirements may result in a suspension of work by the engineer in accordance with Standard Specifications 104.01 and 107.01. In addition, violation of these requirements will be considered unacceptable performance by the contractor and may result in actions up to and including a loss of pre-qualification.