



Resolution No. 2025-14

RELATIVE TO ADOPTING THE GENERAL MANAGER’S WORKPLACE VIOLENCE POLICY MEMORANDUM NO. 2025-GM01 AS BOARD POLICY MEMORANDUM NO. 2025-01, AND AUTHORIZING MANDATORY DRUG TESTING, COUNSELING, OR ANGER MANAGEMENT FOR THE INVOLVED EMPLOYEE, AS DEEMED APPROPRIATE BASED ON THE NATURE OF THE INCIDENT, WITHOUT PRESUMING MISCONDUCT AND IN RECOGNITION OF DUE PROCESS.

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE PORT AUTHORITY OF GUAM.

WHEREAS, the Port Authority of Guam is committed to ensuring a safe and respectful workplace for all employees, consistent with the Port’s Personnel Rules and Regulations and applicable laws; and

WHEREAS, the General Manager issued Workplace Violence Policy Memorandum No. 2025-GM01, establishing clear protocols for responding to workplace violence incidents, emphasizing prevention, accountability, and respect for employee rights; and

WHEREAS, the Board sees that the General Manager’s policy does not include provisions for mandatory drug testing, counseling, or anger management for the involved employee, as deemed appropriate based on the nature of the incident, without presuming misconduct and in full recognition of due process protections; and


WHEREAS, the Board supports strengthening the policy framework by ensuring such interventions are clearly available when warranted, to further support management’s ability to respond appropriately to workplace violence incidents and uphold the Port’s commitment to a safe, fair, and accountable work environment; now therefore, be it

RESOLVED, that the Board of Directors of the Port Authority of Guam hereby adopts the General Manager’s Workplace Violence Policy Memorandum No. 2025-GM01, by title only, as Board Policy Memorandum No. 2025-01; and be it further

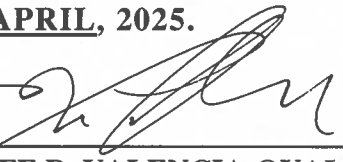
RESOLVED, that the Board affirms the availability of mandatory drug testing, counseling, or anger management for the involved employee, based on the facts and circumstances of each case, provided such actions are taken without presuming misconduct and with full respect for due process; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 30th DAY OF APRIL, 2025.



DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM



FE R. VALENCIA-OVALLES
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

