BP: 7180

WORKPLACE VIOLENCE AND BULLYING

The Board is committed to maintaining an environment free from violence, threats of violence, harassment, intimidation, bullying and other disruptive behavior. Violence or threats of violence will not be tolerated. Prohibited behavior includes oral or written statements, electronic communications, gestures, or other expressions that communicate a direct or indirect threat of physical or psychological harm to another. Behavior that communicates intent to cause property damage is also prohibited. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Employees, students and visitors observing or experiencing violent behavior by anyone on College premises should report it immediately to a supervisor, human resources, an instructor or Campus Security. Law enforcement should be contacted if violence or threats of violence require immediate attention. Instructors who receive such reports should notify Campus Security and his or her supervisor. Supervisors who receive reports of employee misconduct should contact the human resources department, which will investigate the incident. Reports of student misconduct will be immediately referred to the Dean of Students or designee. Retaliation against a person who makes a good faith complaint regarding workplace violence or bullying is prohibited.

Individuals who obtain restraining orders that list College campuses or facilities as protected areas should provide Human Resources with a copy of the signed order. Human Resources will notify Campus Security as appropriate.

END OF POLICY