

WORKPLACE VIOLENCE PREVENTION

The district does not tolerate violence in the workplace and will work to prevent violent incidents from occurring by implementing a workplace violence prevention program. All staff members of the district are responsible for implementing and maintaining the violence prevention program. The workplace violence prevention program establishes and requires adherence to work practices that are designed to make the workplace more secure. It reinforces the ban on verbal threats or physical actions by staff members that create a security hazard for others.

Additionally, the district does not tolerate domestic violence, including harassment of any staff member or other individuals while in the district's buildings, vehicles/school bus, on district property, while engaged in school or work-related activities/events. The district is committed to working with staff members who are victims of domestic violence to prevent abuse and harassment from occurring in the workplace. No staff member will be penalized or disciplined solely for being a victim of domestic violence. The district will provide appropriate support and assistance to staff members, who are victims of domestic violence. Any staff member who threatens, harasses, or abuses any individual in the district or from their workplace using district resources such as work time, district telephones, fax machines, mail, or e-mail will be subject to disciplinary action up to and including discharge. Corrective action or discharge may be taken against staff members who are arrested, convicted, or permanently enjoined as a result of domestic violence when such action is directly related to their position with the district.

All violent incidents will be reported and investigated, whether or not a physical injury has occurred. There will be no discrimination against victims of workplace violence. Copies of this policy, procedures and support materials will be made readily available to all staff members.

- Cross References:
- 2133 - Diversity and Multicultural Education
 - 2162 - Education of Students with Disabilities Under Section 504
 - 2320 - Field Trips, Excursions and Outdoor Education
 - 3205 - Sexual Harassment of Student Prohibited
 - 3207 - Prohibition of Harassment, Intimidation and Bullying
 - 3210 - Nondiscrimination
 - 3211 - Transgender Students
 - 3244 - Prohibition of Corporal Punishment
 - 3245- Students and Telecommunication Devices
 - 4200 - Safe and Orderly Learning Environment
 - 4210 - Regulation of Dangerous Weapons on School Premises
 - 4220 - Complaints Concerning Staff or Programs
 - 4310 - Relations with the Law Enforcement, Child Protective Agencies and the County Health Department
 - 4314 - Notification of Threats of Violence or Harm
 - 5010 - Nondiscrimination and Affirmative Action
 - 5011 - Sexual Harassment

5015 - Staff and Private Use of Social Media
5201 - Drug-Free Schools, Community and Workplace
5203 - Staff Assistance Program
5230 - Job Descriptions/Responsibilities
5253 - Maintaining Professional Boundaries between
Employees and Students
5270 - Resolution of Staff Complaints
5280 - Termination of Employment
5281 - Disciplinary Action and Discharge
6500 - Risk Management
6511 - Safety Program

Adoption Date: 2/12/2007

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