The District is committed to providing its staff with a safe environment in which to work. Violent behavior or threats of violence of any kind, direct or implied, are prohibited on District property and at District sponsored events. The District will not tolerate such conduct from its employees, former employees, contractors, or visitors.

Any employee, who is the victim of violence, believes he/she has been threatened with violence or witnesses an act or threat of violence toward anyone else shall make a report in accordance with established procedures. The District will investigate all complaints filed and may investigate in other situations where no complaint was filed but was brought to the District’s attention. Retaliation against a person who makes a good-faith complaint regarding violent behavior or threats of violence made to him/her is also prohibited.

An employee who exhibits violent behavior shall be subject to disciplinary action up to and including discharge and may also be referred to law enforcement.

LEGAL REF.:  19.59, 118.12, 946.12, 946.13 Subchapter III, Chapter 19 WSS

CROSS REF :  Position Description Manual, Employee Handbooks

APPROVED: July 19, 2010

REVISED: January 21, 2013