

WORKPLACE VIOLENCE PREVENTION

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

Additionally, the district does not tolerate domestic violence including harassment of any employee or other person while in the district's buildings or vehicles, while on district property, or while engaged in school or work-related activities. The district is committed to working with employees who are victims of domestic violence to prevent abuse and harassment from occurring in the workplace. No employees will be penalized or disciplined solely for being a victim of domestic violence. The district will provide appropriate support and assistance to employees who are victims of domestic violence.

Any employee who threatens, harasses, or abuses someone in the district or from their work-place using district resources such as work time, district telephones, fax machines, mail, or e-mail shall be subject to disciplinary action up to and including discharge. Corrective action or discharge may also be taken against employees 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 shall 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 and support materials are readily available to all employees. The Superintendent or designee will assess the district's vulnerability to workplace violence and recommend preventive actions.

Cross Reference:	Board Policy	4315	Regulation of Dangerous Weapons on School Premises
		5255	Disciplinary Action and Discharge
		5260	Possession of Dangerous Weapons
		6511	Staff Safety

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