

HOSTILITY AND VIOLENCE FREE WORKPLACE

The district does not tolerate violence in the workplace and will work to prevent violent incidents from occurring. District Administrators will be trained in the detection and processes necessary for maintaining a hostility and violence free workplace. All employees of the district are responsible for maintaining a hostility and violence free work environment. This also reinforces the ban on intimidation, verbal threats, or physical actions by employees that create a security hazard for others.

Additionally, the district does not tolerate hostility or 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 hostility or violence to prevent abuse and harassment from occurring in the workplace. No employees will be penalized or disciplined solely for being a victim of hostility or violence. The district will provide appropriate support and assistance to employees who are victims of hostile or violent incidents. Any employee who intimidates, threatens, harasses, or abuses someone in the district or from their workplace using district resources, such as work time, district telephones, fax machines, mail, e-mails, 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 hostility or violence when such action is directly related to their position with the district.

Derogatory comments regarding ethnicity, race, color, gender, religion, age, and disability are not acceptable. All hostile and violent incidents shall be reported and investigated, whether or not a physical injury has occurred. Copies of this policy and support materials are readily available to all employees. The Superintendent or designee is directed to adopt procedures to implement this Policy.

Cross References:

Board Policy	4210	Regulation of Dangerous Weapons on School Premises
	5281	Disciplinary Action and Discharge
	6511	Staff Safety

Adoption Date: December 15, 2005
College Place School District No. 250