

Workplace Violence Prevention

The Board recognizes that a safe and secure work environment is essential to the well being of District employees. A safe and secure work environment allows employees to freely contribute to the District's educational goals and assures that no distractions occur to interfere with emphasis on safety.

A long-standing policy within the District has been that conduct creating an intimidating, hostile or offensive working environment will not be tolerated and those violating this policy may be subject to disciplinary action, up to and including termination.

Definitions of Prohibited Behaviors

1. Threat: An expression of intent to perform an act or acts that could cause physical harm to self or others.
2. Harassment: The act of someone creating a hostile work environment through unwelcome words, actions, or physical contact not resulting in physical harm.
3. Physical Attack: Aggression resulting in a physical assault with or without the use of a weapon.

Examples of Prohibited Behaviors

1. Intentionally damaging the property of the District or another employee;
2. Verbally threatening, harassing, abusing or intimidating another employee;
3. Threats, intimidation and harassment by non-verbal means such as gestures;
4. Causing physical injury to another person or physically attacking another person by acts such as hitting, pushing, shoving and kicking;
5. Behavior that is aggressive or threatening and that puts another employee in fear of injury;
6. Possession of a weapon while on District property or District business unless required in the performance of job duties;
7. Other acts, such as arson, sabotage, vandalism and stalking.

Complaint Procedure

Complaints of any type should be reported immediately to any one of the following:

1. Immediate Supervisor
2. Building Administrator
3. Superintendent
4. Human Resources Director

END OF POLICY

Legal Reference(s):

ORS 163.190	OAR 581-021-0045
ORS 166.065	OAR 581-021-0046
ORS 166.155 - 166.165	OAR 581-021-0055
ORS 332.072	OAR 581-022-1140
ORS 332.107	
ORS 339.240	
ORS 339.250	
ORS 339.254	
ORS 339.260	
ORS 339.351 - 339.364	

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).