

WORKPLACE VIOLENCE

The District is committed to providing a work and learning environment that is free of violence and the threat of violence. The safety and security of District employees, students, and visitors is of the highest priority to the District and is essential to carrying out the mission of the District. The District shall take steps to effectively handle actual or potential critical workplace violence incidents. Violence or a credible threat of violence from any individual carried out in the workplace, is prohibited.

An employee against whom violence or a threat of violence has been directed in the workplace shall notify the Vice Chancellor of Human Resources or designee immediately.

Retaliation against individuals for reporting violations of this policy is prohibited.

The Chancellor shall develop administrative regulations to establish a workplace violence prevention program. The regulations shall include provisions that ensure employees are informed regarding all actions that are considered violent acts and requiring any employee who is the victim of any violent conduct in the workplace, or is a witness to violent conduct, to report the incident.

References:

*California Labor Code, Sections 6300 et seq., 6400, et seq. Occupational Safety and Health
California Code of Regulations, Title 8, Section 3203 Injury and Illness Prevention Program
California Civil Code, Section 51.7, Freedom from Violence or Intimidation
California Code of Civil Procedure, Section 527.8, Workplace Violence Safety Act
Penal Code Section 273.6*

Adopted:	03-20-95	Revised:	04-30-12
Revised:	04-26-99	Revised:	07-15-19
Revised:	08-29-05	Revised:	10-23-23