

## WORKPLACE VIOLENCE

The District is committed to an environment that is free from workplace violence or a 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 work place violence incidents. Unlawful violence or a credible threat of violence from any individual, that can reasonably be construed to be carried out or to have been carried out in the workplace, as these terms are defined in Code of Civil Procedures, 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. The Vice Chancellor of Human Resources shall ensure a thorough investigation is conducted and that appropriate action is taken should the allegation be substantiated. The Vice Chancellor shall consider whether to seek a temporary restraining order and injunction on behalf of the employee who has suffered the unlawful violence or credible threat of violence and, if appropriate, other District employees.

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

The Chancellor shall develop administrative regulations to establish a workplace violence prevention program.

### References:

- 1) *Federal Occupational Safety and Health Act 29 United States Code, Section 654 (a)(1)*
- 2) *California Labor Code, Sections 6400, et seq. Occupational Safety and Health; 8 Cal. Code Reg., Section 3203*
- 3) *California Civil Code, Section 51.7, Freedom from Violence or Intimidation*
- 4) *California Code of Civil Procedure, Section 527.8, Workplace Violence Safety Act*

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