

Policy Manual

Broward
Community
College

Title: Workplace Violence	Number: 6Hx2-3.40
Legal Authority: Fla. Statutes 790.06(12), 790.115	Page: 1 of 3

GENERAL STATEMENT:

The purpose of this policy is to delineate and underscore the college's zero tolerance for violence, violent behavior, and threats of violence. The College prohibits any violent act, threat of violence or any behavior on its premises which by intent, action, or outcome harms another person.

The College is committed to maintaining and enhancing an environment that is conducive to safe working, learning and living for all members of the institutional community. Threats of violence or acts of violence not only impact the individuals concerned, but also the mission of the College and its efforts to deliver higher education in an atmosphere that fosters open dialogue and the free exchange of ideas.

THE POLICY and THE STUDENT.

This policy protects students from acts of violence or threats of violence by providing for a mechanism to report such incidents as well as sanctions for those who engage in violent acts.

THE POLICY and THE FACULTY AND STAFF.

This policy protects faculty and staff from acts of violence or threats of violence by providing for a mechanism to report such incidents and as well as sanctions for those who engage in such acts.

IMPLEMENTATION and OVERSIGHT.

Possession of firearms and dangerous materials – Possession of firearms, dangerous chemicals and/or other weapons not deemed necessary for College purposes is forbidden at any College location or at any College-sponsored activity, including the parking area for the College or the activity. This specifically revokes an individual's right to possess a firearm in a vehicle on College property. Law enforcement officers authorized to possess a firearm in the discharge of their duties are exempt from this policy. Authorized personnel with a specific educational purpose are exempt, but only to the specific limits outlined in their authorization.

The Vice President for Human Resources and Equity has responsibility for the implementation and oversight of this policy. Policy violations and appeals will be investigated by the Vice President for Human Resources and Equity and/or his/her designee.

Workplace violence can occur in many forms and be perpetrated by both those within the College community and those who are just visiting the College. In order to address issues of workplace violence, it is the policy of the College to deal with this issue in a preventative fashion with a

History: Revised as Policy

**Approved by the
Board of Trustees**

Date
05/01/08

President's Signature

J. Daniel Anthony J.

Date
05/01/08

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focus on education, assessment, and consultation with all appropriate College personnel. This includes, but is not limited to, educating all appropriate staff on the action steps and the decision matrix to appropriately invoke the Campus Emergency Operations Plans for Incident Management, (6Hx2-7.01).

If and when a violent incident or threat of violence occurs the incident will be evaluated based on the above mentioned campus plan. Procedures within the individual plans will be implemented for incidents which meet the criteria designated in the plan, ranging from localized and isolated treatment for a campus wide incident which requires a campus wide response.

Incidents which do not involve a campus emergency response but do involve issues between employees which involve potential or actual acts of workplace violence will be reported to Human Resources and the Campus Provost immediately and will be investigated immediately by the Division of Human Resources. College officials view workplace violence or threats of violence as the most serious type of misconduct and will take stringent disciplinary sanctions in accordance with appropriate statutory law, relevant rules and collective bargaining agreements up to, and including, termination of employment, referral to legal authorities and criminal prosecution for incidents concerning employees.

VIOLATION OF POLICY.

Threats of violence and acts of violence must be reported immediately to the campus Provost or his/her designee, the appropriate campus safety officer, or the appropriate Vice President. All reports of workplace violence must be immediately reported to the Vice President for Human Resources and Equity, who will work with the appropriate parties in conducting the investigation and determining the course of action.

- For non-represented employees, action will be taken pursuant to the terms and conditions of the relevant employment contract, if applicable.
- For full-time Faculty, refer to the Collective Bargaining Agreement between The Board of Trustees of Broward Community College and United Faculty of Florida, Broward Community College Chapter, Article 2.33.
- For represented professional technical staff, refer to the Collective Bargaining Agreement between the Board of Trustees of Broward Community College and Federation of Public Employees, Article 2.

In all cases, the College reserves the right to take whatever corrective action is necessary to ensure the best interests of the institution in maintaining a safe working, learning and living environment for all members of the institutional community.

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DEFINITIONS

Threats of violence - a communicated intent to inflict physical or other harm on any person or on a person's or the College's property.

Acts of violence – the exercise of physical force against another person or against a person's or the College's property.

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