

Policy Manual



Title: Workplace Violence	Number: 6Hx2-3.40
Legal Authority: Fla. Statutes §790.06(12) 790.115	Page: Page 1 of 2

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.

Broward College prohibits the display, possession, storage or concealment of weapons and firearms on all College property, and all College-sponsored events whether on or off College property, in accordance with as proscribed by Florida Statutes law.

The College does not prohibit law enforcement officers, or those individuals who are enrolled in a Broward College basic training, equivalency of training, advanced or specialized courses for criminal justice and law enforcement officers and other qualified first responders, or College employees who provide such training, to possess weapons and firearms on College property.

Broward College reserves the right to make reasonable inquiries of individuals observed with a weapon or firearm, and confirm that the display, possession, or storage of the weapon or firearm is in accordance with Florida Statute and College policy.

IMPLEMENTATION and OVERSIGHT

The Executive Director for Human Resources and Equity has responsibility for the implementation and oversight of this policy. Policy violations and appeals will be investigated by the Executive Director 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 focus on education, assessment, and consultation with all appropriate College personnel. This includes, but is not limited to,

History: Revised May 1, 2008, revised on September 25, 2012; revised March 25, 2014

Approved by the Board of Trustees	Date 03/25/2014	President's Signature 	Date 03/25/2014
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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 President 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/or 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 Executive Director 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 College and United Faculty of Florida, Broward College Chapter, Article 2.323.
- For represented professional technical staff, refer to the Collective Bargaining Agreement between the Board of Trustees of Broward 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.

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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