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Policy: Workplace Violence Response and Prevention Policy  
Policy No: 3.30  
Approved: Board of Trustees: March 2006

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### **WORKPLACE VIOLENCE RESPONSES AND PREVENTION POLICY**

It is the policy of Sullivan County Community College to promote a safe environment for its employees, students, and visiting community members. The College is committed to working with the College community to maintain an environment free from violence<sup>1</sup>, threats of violence, harassment<sup>2</sup>, intimidation<sup>3</sup>, and other disruptive behavior.

Students, faculty and staff, including temporary and part-time staff and visitors, should be treated with courtesy and respect at all times and are expected to refrain from fighting, "horseplay"<sup>4</sup>, or other conduct that may be dangerous to others. Firearms<sup>5</sup>, weapons<sup>6</sup>, and other dangerous or hazardous devices or substances are prohibited from the premises of SCCC without proper authorization.

Conduct that threatens<sup>7</sup>, intimidates, or coerces<sup>8</sup> another employee, a student or a member of the public at any time, including off-duty periods, will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local law.

Incidents of violence, threats, harassment, and intimidation, the possession of firearms and other weapons, or other disruptive behavior will not be tolerated. Harassment and/or intimidation are conduct that disrupts the College environment or results in fear for personal safety. Such behavior can include oral or written statements, gestures, and expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, up to and including dismissal or expulsion, and/or criminal penalties.

### **DEFINITIONS**

1. Violent Acts - Physical force exerted for the purpose of violating, damaging, or abusing an individual or property.

2. Harassment - Subjecting a person to overt or covert threats, taunts, vilification, ridicule, degradation, or ethnic or sexual slurs.
3. Intimidation - Coercion or attempts at coercion of an individual through the use of fear-inducing conduct by another.
4. Horseplay - Rough or rude practical jokes or pranks.
5. Firearm - A weapon, especially a pistol or rifle, capable of firing a projectile and using an explosive charge as a propellant.
6. Weapon - An instrument of attack or defense.
7. Threat - An oral or written expression (or inference) of an intention to inflict pain, injury, or punishment on an individual or to damage property.
8. Coerce - To force to act or think in a certain way by use of pressure, threats, or intimidation.