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**WORKPLACE VIOLENCE AND BULLYING**

Southwestern Oregon Community College does not tolerate violence or threats of violence. The College fosters an environment free from violence, threats of violence, harassment, intimidation, bullying and other disruptive behavior. Prohibited behavior includes oral or written statements, electronic communications, gestures, or other expressions that communicate a direct or indirect threat of physical or psychological harm to another. Behavior that communicates intent to cause property damage is also prohibited. Therefore, individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal prosecution, or both.

Employees, students and visitors observing or experiencing violent behavior by anyone on College premises should follow the College's complaint procedures and report it immediately to a supervisor, Human Resources, an instructor, or Campus Security. Law enforcement should be contacted if violence or threats of violence require immediate attention. Staff and students are directed to call the local 9-1-1 operator as a first response in the case of an immediate threat or emergency situation. Retaliation against a person who makes a good faith complaint regarding workplace violence or bullying is prohibited.

Individuals who obtain restraining orders that list College campuses or facilities as protected areas should provide Human Resources or Campus Security with a copy of the signed order.

BP 7180  
APP 7160  
APP 7165

Adopted by Southwestern Administration as APP 7180: October 3, 2018