

Southwestern Oregon Community College

AP 3510 - WORKPLACE VIOLENCE

References:

Occupational Safety and Health Act of 1970 and 29 Code of Federal Regulations Parts 1910 et seq.
ORS 654
OAR 437-001-0760

Southwestern Oregon Community College (SWOCC or the College) is committed to providing a safe work environment that is free of violence and the threat of violence.

Responding to Threats of Violence

The top priority in this process is effectively handling critical workplace incidents, especially those dealing with actual or potential violence.

Violence or the threat of violence against or by any employee of the College or any other person is unacceptable.

Should a non-employee on college property demonstrate or threaten violent behavior, he/she/they may be subject to criminal prosecution.

Should an employee, during working hours, demonstrate or threaten violent behavior, they may be subject to disciplinary action and criminal prosecution.

The following actions are considered violent acts:

- Striking, punching, slapping, or assaulting another person.
- Fighting or challenging another person to fight.
- Grabbing, pinching, or touching another person in an unwanted way whether sexually or otherwise.
- Engaging in dangerous, threatening, or unwanted horseplay.
- Possession, use, or threat of use, of a firearm, knife, explosive, or other dangerous object, including but not limited to any facsimile firearm, knife, or explosive, on college property, including parking lots, other exterior premises, college vehicles, or while engaged in activities for the college in other locations, unless such possession or use is a requirement of the job.
- Threatening harm or harming another person, or any other action or conduct that implies the threat of bodily harm.
- Bringing or possessing any dirk, dagger, ice pick, or knife having a fixed blade longer than 2½ inches upon the grounds, unless the person is authorized to possess such a weapon in the course of his/her/their employment, has been authorized by a college employee to have the knife, or is a duly appointed peace officer who is engaged in the performance of his/her/their duties.

Any employee who is the victim of any violent threatening or harassing conduct, any witness to such conduct, or anyone receiving a report of such conduct, whether the perpetrator is a college employee or a non-employee, shall immediately report the incident to his/her/their supervisor, campus safety (541-297-4200), or local law enforcement (911).

No one, acting in good faith, who initiates a complaint or reports an incident under this policy will be subject to retaliation or harassment.

Any employee reported to be a perpetrator will be notified of the nature of the alleged misconduct and offered an opportunity to respond before disciplinary action is taken.

Campus safety or local law enforcement (911) will be called if the college fears for the safety of the perpetrator or the safety of others at the scene of the violent act.

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