

BOARD POLICY

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

4000.3

PERSONNEL

WORKPLACE VIOLENCE

The District is committed to an environment that is free from workplace violence. The safety and security of District employees, students, and visitors is of the highest priority to the District and is essential to carrying out the mission of the District. Unlawful violence or a credible threat of violence from any individual, that can reasonably be construed to be carried out or to have been carried out in the workplace, as these terms are defined in Code of Civil Procedures, Section 527.8, is prohibited.

Retaliation against individuals for reporting violations of this policy is prohibited.

The Chancellor shall develop Administrative Regulations to establish a workplace violence prevention program.

- References:
- 1) Federal Occupational Safety and Health Act 29 United States Code, Section 654 (a)(1)
 - 2) California Labor Code, Sections 6400, et seq. Occupational Safety and Health; 8 Cal. Code Reg., Section 3203
 - 3) California Civil Code, Section 51.7, Freedom from Violence or Intimidation
 - 4) California Code of Civil Procedure, Section 527.8, Workplace Violence Safety Act

Adopted: 3-20-95

Revised: 4-26-99

Revised: 8-29-05