

Board Policy G-11: Violence Prevention

REFERENCES

[Utah Code Ann. §53-5a-102.2, Open and concealed carry of a firearm outside of an individual's residence](#)
[Utah Code Ann. §76-11-205, Carrying a dangerous weapon at an elementary or secondary school](#)
[Utah Admin. Code R277-217, Educator Standards and LEA Reporting](#)
[Utah Admin. Code R277-400, School Emergency Response Plans](#)
[Utah Admin. Code R477-15, Workplace Harassment Prevention](#)
[Board Policy C-2: Visitors to the School](#)
[Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Harassment Prohibited](#)
[Board Policy P-7: Searches and Inspections](#)
[Board Policy S-3: Student Conduct and Discipline](#)

THE POLICY

The Salt Lake City School District Board of Education is committed to providing workplace and learning environments that are free from all acts or threats of violence. Therefore, the district has a zero-tolerance policy toward all types of violence, including threats of violence. In the district setting, violence includes any act or threat of physical assault, harassment, intimidation, verbal abuse, or other threatening behavior that occurs on district property. Individuals are also prohibited from bringing weapons onto district property unless authorized to do so by law. This policy applies to all students, employees, contractors, visitors, and volunteers on district property or at any school or district-sponsored activity.

Employees and students are responsible for helping to maintain a violence-free district by governing themselves accordingly during school and business hours, work events, and school-sponsored activities. Except in the event of an imminent threat to a person's health or safety, individuals experiencing or witnessing any act or threat of violence are asked to report such act or threat to their immediate supervisor, a principal or building administrator, or a Human Resource Services department employee. In emergency situations, law enforcement should be contacted before making a district report. Each district report will be investigated, and appropriate action will be taken.

Employees violating this policy are subject to discipline up to and including termination; student violations will be handled in accordance with the board's student conduct and discipline policy. A violation of this policy by any individual who is not a student or employee of the district may result in removal from the premises, law enforcement being contacted, and any other appropriate action.

The purpose of this policy is to make clear that violence on district property or in any district environment will not be tolerated and will be responded to promptly and effectively.

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 406 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.