

PROHIBITION OF WORKPLACE VIOLENCE

The District is committed to providing for the safety and security of all employees, students, parents, visitors, and property. This policy applies to all employees, including full-, part-time casual/temporary/seasonal, and elected officials, volunteers, contract employees, and anyone else on the District's property.

References: NRS 33.200 to NRS 33.360

PROHIBITION OF WORKPLACE VIOLENCE - ADMINISTRATIVE REGULATIONS

1. Implementation of Policy

- a. The District will not tolerate any form of workplace violence including acts or threats of physical violence, intimidation, harassment, and/or coercion, which involve or affect the District, or which occur on property owned or controlled by the District, during the course of the employee's performance of job duties, which affect the District's business, or which occur at a District-sponsored or commissioned event or social gathering.

Examples of workplace violence include, but are not limited to, the following:

- All threats (including direct, conditional, or veiled) or acts of violence occurring on premises owned or controlled by the District, regardless of the relationship between the District and the parties involved in the incident.
 - All threats of any type or acts of violence occurring off the District's premises involving someone who is acting in the capacity of a representative of the District.
 - All threats of any type or acts of violence occurring off the District's premises involving an employee of the District if the threats or acts affect the legitimate interests of the District.
 - Any acts or threats resulting in a criminal conviction of an employee, or agent of the District, or individual performing services for the District on a contract or temporary basis which adversely affect the legitimate interests and goals of the District.
- b. Specific examples of conduct which may be considered threats or acts of violence include, but are not limited to, the following:
- Hitting, shoving, or otherwise assaulting an individual;
 - Direct, conditional, or veiled threats of harm directed to an individual or family, friends, associates, or property;
 - The intentional or malicious destruction or threat of destruction of the District's property, or property of another employee;
 - Harassing or threatening phone calls, text messages, notes, letters, computer messages, or other forms of communication;
 - Harassing surveillance or stalking;
 - Unauthorized possession or inappropriate use of firearms, weapons, hazardous biological or chemical substances, or explosives while on District business.
 - Displaying overt signs of extreme stress, resentment, hostility, or anger;
 - Making intimidating, abusive, or threatening remarks; and

- Displaying irrational or inappropriate behavior.

The District desires to detect and deter real, potential, or threatened violence. Every employee is required to report immediately any acts of violence or any threat of violence against any coworker, administrator or manager/supervisor, volunteer, student, visitor, other individual, or property. Administrative, supervisory, and managerial personnel who witness or become aware of any acts or threats of violence must notify their superior immediately. Every other person on District property is encouraged to report incidents of threats or acts of violence

- c. The District is committed to ensuring that employees reporting real or perceived threats in good faith will not be subject to harassment or retaliation. Nothing in this regulation alters any other reporting obligation established in the District's policies or in state, federal, or other applicable law.

2. Violations

Violations of this policy by any employee will lead to disciplinary action, up to and including termination and/or appropriate legal action. The District may also take appropriate disciplinary action, up to and including termination, against any employee who intentionally makes a false or malicious statement about coworkers or others.

Actions of law enforcement personnel which are necessary in the performance of their duties and are consistent with policies or sound law enforcement procedures shall not be considered to violate this policy. In addition, actions necessary for bona fide self-defense or protection of employees of the District or of District property shall not be considered to violate this policy.

3. Temporary Restraining Orders

The District may apply for an order for protection against harassment in the workplace under the terms of NRS 33.200 – 33.360.