

**Policy 4158 Employee Security**

**Status: ADOPTED**

**Original Adopted Date:** 05/13/1992

**Last Revised Date:** 06/26/2024

The Governing Board desires to provide a safe and orderly work environment for all employees. As part of the district's comprehensive safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

Any person who threatens the safety of others at any district facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions. Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.

Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work.

The Superintendent or designee may pursue legal action on behalf of an employee against a student or the student's parent/guardian to recover damages for injury to the employee's person or property caused by the student's willful misconduct that occurred on district property, at a school or district activity, or in retaliation for lawful acts of the employee in the performance of the employee's duties. (Education Code 48904, 48905)

Separately, the Board may authorize the Superintendent, in consultation and agreement with legal counsel, to evaluate and/or respond to defamatory statement(s) by a third-party about an employee or elected official and/or threatening conduct/statements by a third-party directed toward an employee or elected official. This authority is contingent on a finding that the defamatory statements and/or threatening conduct/statements arise from service as a district employee or elected official. It would require four Trustees for approval. After that approval, the Superintendent, in consultation with legal counsel, is also authorized to initiate the appropriate administrative, civil, or criminal action to effectuate this paragraph.

The Superintendent or designee shall provide staff development in crisis prevention and intervention techniques, which may include training in classroom management, effective communication techniques, procedures for responding to an active shooter situation, and crisis resolution. In accordance with law, the Superintendent or designee shall inform teachers,

administrators, and/or counselors of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49079; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, district and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

### **Use of Pepper Spray**

Employees shall not carry or possess pepper spray on school property or at school activities except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

### **Reporting of Injurious Objects**

Employees shall take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. Employees shall exercise their best judgment as to the potential danger involved and shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

When informing the principal about the possession or seizure of a weapon or dangerous device, an employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

05/13/92  
06/95  
06/10  
10/12/11  
02/23/2022  
06/26/2024

### **Policy Reference Disclaimers**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

#### **State**

Civ. Code 51.7  
Code of Civil Procedure 527.8  
Ed. Code 32210-32212

#### **Description**

[Freedom from violence or intimidation](#)  
[Workplace violence safety](#)  
[Willful disturbance; public schools or meetings](#)

Ed. Code 32225-32226	<a href="#">Communications devices in classrooms</a>
Ed. Code 35208	<a href="#">Liability insurance</a>
Ed. Code 35213	<a href="#">Reimbursement for loss or damage of personal property</a>
Ed. Code 44014	<a href="#">Report of assault by pupil against school employee</a>
Ed. Code 44807	<a href="#">Teachers' duty concerning conduct of students</a>
Ed. Code 48201	<a href="#">Transfer student's record for acts that resulted in suspension or expulsion</a>
Ed. Code 48900-48926	<a href="#">Suspension and expulsion</a>
Ed. Code 49079	<a href="#">Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion</a>
Ed. Code 49330-49335	<a href="#">Injurious objects</a>
Gov. Code 12926	<a href="#">Definitions</a>
Gov. Code 3543.2	<a href="#">Scope of representation</a>
Gov. Code 995-996.4	<a href="#">Defense of public employees</a>
Lab. Code 230-230.2	<a href="#">Leaves for victims of domestic violence, sexual assault or specified felonies</a>
Pen. Code 18150	<a href="#">Gun violence restraining orders</a>
Pen. Code 18170	<a href="#">Gun violence restraining order issued after notice and hearing</a>
Pen. Code 22810	<a href="#">Purchase, possession, and use of tear gas</a>
Pen. Code 240-246.3	<a href="#">Assault and battery</a>
Pen. Code 241.3	<a href="#">Assault against school bus drivers</a>
Pen. Code 241.6	<a href="#">Assault on school employee including board member</a>
Pen. Code 243.3	<a href="#">Battery against school bus drivers</a>
Pen. Code 243.6	<a href="#">Battery against school employee including board members</a>
Pen. Code 245.5	<a href="#">Assault with deadly weapon against school employee including board member</a>
Pen. Code 290	<a href="#">Registration of sex offenders</a>
Pen. Code 601	<a href="#">Trespass by person making credible threat</a>
Pen. Code 626-626.11	<a href="#">Weapons on school grounds and other school crimes</a>
Pen. Code 646.9	<a href="#">Stalking</a>
Pen. Code 71	<a href="#">Threatening public officers and employees and school officials</a>
W&I Code 827	<a href="#">Limited exception to juvenile court record</a>
W&I Code 828.1	<a href="#">District police or security department; disclosure of juvenile records</a>

**Management Resources**

Court Decision	City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Department of Education, Safe Schools</a>
Website	<a href="#">CSBA</a>

**Cross References**

<b>Code</b>	<b>Description</b>
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
1313	<a href="#">Civility</a>
3320	<a href="#">Claims And Actions Against The District</a>
3320	<a href="#">Claims And Actions Against The District</a>
3515	<a href="#">Campus Security</a>
3515	<a href="#">Campus Security</a>
3515.2	<a href="#">Disruptions</a>
3515.2	<a href="#">Disruptions</a>

3515.3	<a href="#">District Police/Security Department</a>
3515.3	<a href="#">District Police/Security Department</a>
3515.31	<a href="#">School Resource Officers</a>
3515.4	<a href="#">Recovery For Property Loss Or Damage</a>
3515.4	<a href="#">Recovery For Property Loss Or Damage</a>
3515.7	<a href="#">Firearms On School Grounds</a>
3530	<a href="#">Risk Management/Insurance</a>
3530	<a href="#">Risk Management/Insurance</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E(1)	<a href="#">Professional Standards</a>
4131	<a href="#">Staff Development</a>
4156.3	<a href="#">Employee Property Reimbursement</a>
4157	<a href="#">Employee Safety</a>
4157	<a href="#">Employee Safety</a>
4161.2	<a href="#">Personal Leaves</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E(1)	<a href="#">Employee Notifications</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.21	<a href="#">Professional Standards</a>
4219.21-E(1)	<a href="#">Professional Standards</a>
4231	<a href="#">Staff Development</a>
4256.3	<a href="#">Employee Property Reimbursement</a>
4257	<a href="#">Employee Safety</a>
4257	<a href="#">Employee Safety</a>
4261.2	<a href="#">Personal Leaves</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E(1)	<a href="#">Employee Notifications</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E(1)	<a href="#">Professional Standards</a>
4331	<a href="#">Staff Development</a>
4356.3	<a href="#">Employee Property Reimbursement</a>
4357	<a href="#">Employee Safety</a>
4357	<a href="#">Employee Safety</a>
4361.2	<a href="#">Personal Leaves</a>
5125	<a href="#">Student Records</a>
5125	<a href="#">Student Records</a>
5125.2	<a href="#">Withholding Grades, Diploma Or Transcripts</a>
5131.4	<a href="#">Student Disturbances</a>
5131.4	<a href="#">Student Disturbances</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5141	<a href="#">Health Care And Emergencies</a>
5141	<a href="#">Health Care And Emergencies</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.2	<a href="#">Suspension And Expulsion/Due Process (Students With</a>

Disabilities)