
Prepare Each Student To Be Successful
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THREATENING BEHAVIOR TOWARD STAFF MEMBERS

Staff members should be able to work in an environment free of threatening speech or actions and where staff, students and visitors behave in a respectful manner.

Threatening behavior consisting of words or deeds that intimidate a staff member or cause anxiety concerning the staff member's physical and/or psychological well-being is strictly forbidden. Any student, parent, visitor, staff member, or agent of the School Board who is found to have threatened a member of the staff will be subject to discipline, for staff, up to and including unpaid suspension and/or termination of employment. Threatening behavior will be reported the appropriate law enforcement authorities.

Reporting Threatening Behavior

All employees have the responsibility to report threatening behavior, whether that behavior is exhibited by another employee, student or visitor. Employees should take all incidents (or reports of incidents) of threatening behavior seriously. Employees should contact one of the following immediately:

- Facilities & Safety Manager
- Direct Supervisor or Director
- Director of Human Resources

If an employee or another person is in imminent danger, 911 should be contacted at once and then one of the above listed individuals should be notified.

Reference: *Board Policy 3362.01* Threatening Behavior Toward Staff Members

Approved 03-08-2021