

## **WORKPLACE VIOLENCE**

**DBK**

The school district is committed to providing, insofar as it is reasonable within available resources, a safe workplace and learning environment. The district will not tolerate acts of violence committed by or against its employees or students while on District property.

### **VIOLENT ACTS**

“Violent Acts” in this policy shall mean any act or behavior that:

- a. Constitutes a physical assault; or
- b. A reasonable person would believe is likely to result in harm to employees or students; or
- c. Consists in a threat to harm another individual or to endanger the safety of another;
- d. Would be interpreted by a reasonable person to present potential for harm to another;
- e. Involves carrying or displaying weapons, destroying property or throwing objects in a manner reasonably perceived to be threatening; or
- f. Threats to destroy property.

Violent acts will be turned over to appropriate law enforcement for prosecution.

### **POSSESSION & USE OF DANGEROUS WEAPONS BY EMPLOYEES:**

In the interest of maintaining a safe educational environment and workplace, possession of a firearm, knife having a blade of 2 ½ inches or more in length or any incendiary device (“Dangerous Weapons”) on school property is prohibited.

### **EXCEPTIONS:**

Employees of the district may possess a dangerous weapon only if:

- a. The employee is engaged in military or law enforcement activities;
- b. The employee holds a valid permit and the weapon is secured in a locked unattended personal vehicle while that person is working for the district.

### **ENFORCEMENT RESPONSIBILITIES:**

All employees and students are responsible to:

- a. Refrain from acts of violence and for seeking assistance to resolve threatened violence;
- b. Reporting to supervisors any dangerous or threatening situations that occur on school property. Supervisors are responsible to assess situations, make

judgments as to an appropriate response and to respond to reports or knowledge of violence and for initiating an investigation process.

**PROCEDURES FOR DEALING WITH ACTS OF VIOLENCE:**

When a violent act occurs:

- a. If the act is an emergency, call 911. In non-emergency situations, immediately contact the school principal or an immediate supervisor.
- b. Where possible to do so without physical harm to one's own person, separate parties involved in a violent altercation.
- c. If the violent act may be criminal in nature, report the incident to the police for assessment and prosecution.
- d. If the incident involves district personnel, the school principal of district administration shall conduct an independent investigation and make a recommendation regarding proposed adverse employment action at the conclusion of the investigation.