# 500.450 VIOLENCE IN THE WORKPLACE POLICY

Wenatchee Valley College is committed to providing a safe, healthful workplace that is as free as possible from intimidation, threats of violence or acts of violence.

**Intimidation:** an intentional act toward another person, causing the other person to reasonably fear for his/her safety or the safety of others.

**Threat of violence:** an intentional act that threatens bodily harm to another person or damage to the property of another.

**Act of violence:** an intentional act that causes bodily harm, however slight, to another person or damage to the property of another.

The college prohibits acts of intimidation as well as actual or threatened violence against co-workers, students, visitors, or any other persons who are either on campus or have contact with college employees in the course of their duties. The prohibited acts include behavior that interferes with an individual's legal rights of movement, or expression, disrupts the workplace, the academic environment or the college's ability to provide service to the public.

Intimidating, violent or threatening behavior can include physical acts, oral or written statements, harassing email messages, harassing telephone calls, gestures and expressions or behaviors such as stalking.

Employees who engage in intimidation, threatening or violent behavior may be removed from the premises, and may be subject to dismissal or other disciplinary action, arrest and/or criminal prosecution. Students committing such behaviors on college property will be subject to disciplinary action as described in the student handbook. Visitors committing such behavior on college property may be banned from campus, and criminal charges may be filed.

Violence in the workplace includes relationship violence that intrudes into the workplace, endangering a person in the relationship or others in the workplace. Relationship violence is physically, sexually, and/or psychologically abusive behavior that a household member or dating partner uses to establish and maintain control over another person.

This policy applies to all Wenatchee Valley College properties and work locations including offices, classrooms, work sites, vehicles, and field locations.

The college has established an accompanying procedure, 1500.450, which college employees must follow to report incidents of violence in the workplace, or to report concerns about situations that could become violent. These procedures have been created to ensure that incidents receive an appropriate and timely response.

Supersedes 2.P.72

Moved from old manual and approved by the board of trustees

Completely revised and approved by the president’s cabinet: 12/13/11

Approved by the board of trustees: 2/15/12

Last reviewed: 9/5/19

Policy contact: Human Resources

Related policies and procedures

 1500.450 [Violence in the Workplace Procedure](https://www.wvc.edu/humanresources/policies-procedures/500-human-resources/500.450-violence-in-the-workplace.html)