



**C 6.5.500
WORKPLACE
VIOLENCE**

I. PURPOSE

Edmonds Community College is committed to providing faculty, staff, and students with an environment that is safe, secure, and free from threats, intimidation, and violence. Violent or threatening behavior directed at students, faculty, staff, visitors, oneself, or property will not be tolerated.

This policy applies to any acts of violence or threats made on Edmonds Community College property, at Edmonds Community College events, or under other circumstances that may negatively affect Edmonds Community College's ability to conduct business.

II. DEFINITIONS

Workplace Violence - An act that results in threatened or actual harm to a person or property associated with Edmonds Community College.

Weapons - In accordance with College Policy C 6.5.200, weapons are prohibited on College grounds, in College buildings, or at College functions.

III. CONDUCT OR BEHAVIOR NOT TOLERATED BY THE COLLEGE

- A. Physical conduct that results in harm to people or property.
- B. Acts or threats in any manner made directly or indirectly by words, gestures, or symbols which are intended to intimidate, coerce, or cause fear of harm.
- C. Possession of weapons on College property.
- D. Intimidating conduct or harassment that disrupts the work environment or results in fear for personal safety.

IV. BEHAVIOR IN VIOLATION OF POLICY

Individuals found to engage in behavior in violation of this policy will be subject to corrective action, up to and including termination or expulsion.