



## **AP 3510 Workplace Violence**

### **References:**

Occupational Safety and Health Act of 1970 and 29 Code of Federal Regulations  
Parts 1910 et seq.  
ORS 654  
OAR 437-001-0760

Rogue Community College (RCC or the College) will not tolerate threats or acts of violence including domestic violence, dating violence, stalking and or harassment of any employee or student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, related actions against RCC employees, students, visitors, guests or other individuals by anyone on RCC property.

Any employee or student who threatens, harasses or abuses someone at the College or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students or employees who are arrested, convicted or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the employees or students' performance or the employee's duties at the College.

Should a Rogue Community College employee or student, during working hours, demonstrate or threaten violent behavior he/she may be subject to disciplinary action. The incident will be referred to law enforcement for possible criminal prosecution.

Any employee or student reported to be a perpetrator of workplace violence will be provided both due process and representation before disciplinary action is taken.

Should a non-employee on Rogue Community College property demonstrate or threaten violent behavior, he/she may be subject to criminal prosecution and temporary or permanent criminal trespassing from all Rogue Community College locations at the discretion of the College President or designee.

The following actions are considered violent acts:

Striking, punching, slapping, or assaulting another person.

Fighting or challenging another person to fight.

Grabbing, pinching, or touching another person in an unwanted way whether sexually or otherwise.



Engaging in dangerous, threatening, or unwanted horseplay.

Possession, use, or threat of use, of a firearm, knife, explosive, or other dangerous object, including but not limited to any facsimile firearm, knife, or explosive, on Rogue Community College property, including parking lots, other exterior premises, Rogue Community College vehicles, or while engaged in activities for the Rogue Community College in other locations, unless such possession or use is a requirement of the job.

Threatening harm or harming another person, or any other action or conduct that implies the threat of bodily harm.

Bringing or possessing any dirk, dagger, ice pick, or knife having a fixed blade longer than 3.5 inches upon the grounds, unless the person is authorized to possess such a weapon in the course of his/her employment, has been authorized by a Rogue Community College employee to have the knife, or is a duly appointed peace officer who is engaged in the performance of his/her duties.

Restraining Orders - Individuals who apply for or obtain a protective or restraining order that lists Rogue Community College campuses or other facilities as protected areas, should provide the Director of Risk Management with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order.

No one, acting in good faith, who initiates a complaint or reports an incident under this policy will be subject to retaliation or harassment.

Reporting Options - Rogue Community College has implemented the following reporting options including which reporting options are confidential, which reporting options are not confidential, and when reporting becomes mandatory.

After contacting 911, RCC Security is the primary reporting location for all criminal activity and emergency situations on campus. Reporting can be accomplished by the following means:

RCC Security at the Redwood Campus may be reached 24 hours per day 7 days per week via phone at 541-218-2930.

RCC Security at the Riverside Campus may be reached between 7am and 11pm Monday – Friday and from 7am – 7pm on Saturday via phone at 541-218-2931.

RCC Security at the Table Rock Campus may be reached between 7am and 10:30pm Monday – Friday and between 7am and 7pm on Saturday via phone at 541-218-3639.



Crime reports and incident reports submitted to RCC Security are covered under state law and are subject to public record requirements.

#### Definitions

“Acts of violence” include any physical action, whether intentional or reckless, that harms or threatens the safety of self, another individual or property.

"Employee" means part-time, full-time, temporary, or permanent Rogue Community College employees, student employees, and other individuals acting as agents of the Rogue Community College.

“A threat of violence” includes any behavior that by its very nature could be interpreted by a reasonable person as intent to cause physical harm to self, another individual or property.

"Workplace" includes all Rogue Community College owned, controlled, or leased premises, including satellite locations, at any location at which Rogue Community College business is conducted, or at which employees, students, or visitors represent Rogue Community College, including while attending off-campus meetings or conferences, or while riding in College owned or leased vehicles.

**Rescinds Procedure Number: AP-063**

**Approved: June 2, 2020**