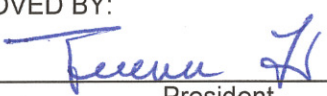


BBCC ADMINISTRATIVE PROCESS

TITLE: Workplace Anti-Violence Process	PAGE: 1 OF 1	NUMBER: 7705	REVIEWED: REVISED: NEW
ORIGINATING DEPARTMENT: Safety & Security	EFFECTIVE DATE:	SUPERSEDES NO. DATE:	
DATE CABINET APPROVAL: 2/1/13 Technical Correction 6/15/16	APPROVED BY:  _____ President		

Big Bend Community College is committed to creating a respectful and safe environment where all employees, students, faculty, staff and visitors can learn and conduct business. Any threat, whether written, verbal, or physical, which is committed at the College, College-sponsored events, or that impacts work or education, or other acts of violence, intimidation or harassment is prohibited.

Examples of prohibited behaviors include but are not limited to:

Any action or verbalization which causes others to fear for their physical safety;

Any statement, whether verbal or written, which appear to threaten individuals or groups, or physical acts of aggression, such as yelling, shoving, hitting, swearing, or kicking;

Inappropriate remarks, comments or gestures;

Stalking of any person, including harassment by electronic device (Cyberstalking, as defined by RCW 9.61.260), in person or by any other means, which causes him or her to fear for his or her safety or for the property of an employee, faculty, staff, student or visitor;

Possession of any weapon (A weapon is any firearm, dagger, sword, knife or other cutting or stabbing instrument, club, or any other weapon apparently capable of producing bodily harm, in a manner, under circumstances, and at a time and place that either manifests an intent to intimidate another or that warrants alarm for the safety of other persons. Per RCW 9.41.270) on campus, even if it is in a vehicle parked outside, (WAC 132R-117-010) and/or

Any action which results in damage to College property or that of our employees, faculty, staff, students or visitors.

Reports or complaints will be taken seriously. Complaints regarding workplace violence, and threats or observations of workplace violence should be promptly reported to Campus Safety, a supervisor, faculty, or an administrator.

Employees or students found to be in violation of this policy will be subject to disciplinary action up to and including termination/expulsion. In addition, any criminal conduct may be reported to law enforcement.