

## **D.4.6 (Policy) Prevention & Reporting of Workplace Violence & Abuse of Minors**

Responsible Department: College District Police Department

Board Adoption: 4-28-09

Last Board Action: 2-21-12

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The College District is committed to providing a safe and secure academic and work environment. All employees are expected to review and understand all provisions of this policy and Procedure [D.4.6.1](#) to ensure a safe workplace and to reduce the risk of violence.

### **Prohibited Conduct**

The College District shall not tolerate any type of workplace violence or threat of workplace violence. Employees are prohibited from making threats or engaging in violent activities. This list of behaviors, while not exhaustive, provides examples of conduct that is prohibited on property owned or controlled by the College District or while engaged in College District business or representing the College District:

1. Causing physical injury to another person;
2. Making threatening remarks or engaging in behavior that could reasonably be perceived as threatening by another person;
3. Aggressive or hostile behavior that creates a reasonable fear of injury to another person;
4. Intentionally damaging, or threatening to damage, property of the College District or property of another person;

State law and the College District prohibit the possession or use of prohibited weapons, including firearms, illegal knives and clubs, on properties owned or controlled by the College District except as provided in Policy [G.1.4](#) regarding concealed handguns, firearms, and ammunition in certain areas.

### **Reporting the Abuse of Minors on College District Property**

In addition to complying with reporting required by law, including, without limitation, Chapter 261 of the Texas Family Code, all employees who observe or have cause to suspect child abuse or neglect, sexual abuse of minors, and/or criminal acts against minors occurring, or by observation of the victim's condition, on property owned or controlled by the College District, or while engaged in College District business or representing the College District, must report that information to the College District Police Department **without delay**. The College District Police Department will comply with all additional reporting required by law. "Minor" is defined for purposes of College District Policies as anyone who is under 18 years of age or still enrolled in high school.

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### **Reporting the Crimes Against Persons on College District Property**

All employees who experience or observe criminal acts against persons of whatever age occurring on property owned or controlled by the College District, or against College District employees or persons under their care or supervision while engaged in College District business or representing the College District, must report that information to the College District Police Department **without delay**. The College District Police Department will comply with all additional reporting required by law. Clery Act reporting of offenses for statistical purposes is required whether victims are minors or adults.

#### Violations

Violation of the section Prohibited Conduct of this policy or related Procedure [D.4.6.1](#) is grounds for immediate termination, while violations of the remainder of this policy are grounds for discipline as appropriate.