

# Policy 246 - Workplace Violence

Lower Columbia College is committed to maintaining a work environment that is as free as possible from acts or threats of violence or intimidation. The safety and security of Lower Columbia College students, faculty, staff and visitors are of vital importance.

Violent or threatening behavior directed at students, faculty, staff, visitors, oneself, or property will not be tolerated by Lower Columbia College (LCC). This applies to any acts of violence or threats made on LCC property, at events, or under other circumstances that may negatively affect the College's ability to conduct business.

Employees and visitors may not possess, carry, or store firearms, or other weapons on College property or in privately-owned vehicle on College property unless such items are pre-approved for a class or class-related activity. These items are also prohibited at College events and functions that take place off campus.

Violation of this policy by any employee will result in disciplinary action that may result in termination of employment and/or criminal prosecution. Violations by students will result in discipline through the Student Conduct Code and/or criminal prosecution. Violations by groups or individuals who are neither employees nor students will result in restriction from College property and/or criminal prosecution.

## Historic Information

- Approved: July 13, 2022
- Reviewed by the Executive Leadership Team: July 13, 2022
- Reviewed by the Executive Leadership Team-No Changes Needed: June 19, 2019
- Adopted: February 23, 2009
- Campus Review: February 1-22, 2009
- Reviewed by the Executive Leadership Team: November, 2008
- Replaces policy 806 approved - July 1993

Resource/Reference/ Procedure	Title	Unit Responsibility
<b>Procedure 246.1A ( <a href="http://lowercolumbia.edu/publications/administrative-policies/assets/documents/246.1A_Workplace_Violence_Procedures.pdf">lowercolumbia.edu/publications/administrative-policies/assets/documents/246.1A_Workplace_Violence_Procedures.pdf</a> )</b>	Workplace Violence Procedures	VP of HR and Legal Affairs