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| Book | Board Policy |
| Section | Chapter 3 - General Institution |
| Title | Violence in the Workplace |
| Code | BP 3510 |
| Status | Active |
| Legal | Cal/OSHA: Labor Code Sections 6300 et seq. California Code of Regulations, Title 8, Section 3203 Code of Civil Procedure, Section 527.8 "Workplace Violence Safety Act of 1994" Penal Code Section 273.6 "Workplace Violence Safety Act of 1994" |
| Cross References | Administrative Procedure 3510 Violence in the Workplace |
| Adopted | October 21, 1996 |
| Last Revised | January 11, 2021 |

The Board is committed to providing a District work and learning environment that is free from violence and the threat of violence. In accordance with local, state, and federal laws and regulations, the District will make every reasonable effort to provide a safe and healthy working environment for its employees and a safe and healthy learning environment for students and visitors.

This policy prioritizes the effective handling of incidents of workplace violence that are intended to physically harm others or to damage property, including those of actual violence or of behavior that reasonably may be considered to threaten violence. The Chancellor shall establish administrative procedures informing employees what actions will be considered acts of violence and encouraging any employee who is the victim of violent conduct in the workplace, or is a witness to violent conduct, to report the matter to appropriate authorities in and outside the workplace with assurance that there will be no retaliation for reporting such incidents.

Acts of workplace violence may be cause for disciplinary action including, but not limited to, termination of employment or expulsion from District premises. Violators may also be subject to criminal prosecution.

[See Administrative Procedure 3510 Violence in the Workplace](#)

Adopted 10/21/96
Amended 11/5/01
Renumbered (formerly BP 4515) and amended 1/11/21