

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL**

Title: PROHIBITING WORKPLACE VIOLENCE	Number: BP 1.32
Legal Authority: California Education Code Section 70902 California Constitution, Article IX, Section 16(a) and California Election Code 13307 Cal/OSHA: Labor Code Sections 6300 et seq; 8 California Code of Regulations Section 3203; "Workplace Violence Safety Act of 1994" (Code of Civil Procedure Section 527.8 and Penal Code Section 273.6)	Page: 1

The San Francisco Community College District is committed to providing a safe educational and work environment free from violence, threats of violence, stalking, harassment, intimidation, and other disruptive behavior.

Violence, threats, stalking, harassment, intimidation, and other disruptive behavior will not be tolerated. Any District employee who violates this policy will be subject to immediate and appropriate disciplinary action pursuant to the applicable employee discipline policies and procedures of the District, and may further be subject to such additional civil and criminal sanctions, including but not limited to restraining orders, criminal charges, and civil law suits, as permitted by law.

Incidents of violence, threats, stalking, harassing, intimidation, or other disruptive behavior should be reported immediately in accordance with the Workplace Violence procedures. All reports of incidents will be taken seriously and will be dealt in accordance with the workplace violence guidelines contained in the District's Injury and Illness Prevention for Workplace Security.

Approved by District Board of Trustees	Authenticated By Chancellor:	Date: 6/17/04
Date: June 10, 2004	Revision Number: 1	Date: 10/25/2012