



San Diego Community College District

City College · Mesa College · Miramar College · College of Continuing Education

Board Policy

Chapter 3 - General Institution

BP 3510 – WORKPLACE VIOLENCE

The Board of Trustees is dedicated to fostering a safe and peaceful District work and learning environment. The Board of Trustees prioritizes ensuring the effective management of any critical incidents, emphasizing preparedness and prevention. The Board of Trustees is committed to providing a District work and learning environment that is free of violence and the threat of violence. The Board's priority is the effective handling of critical workplace violence incidents, including those dealing with actual or potential violence.

The District Chancellor shall establish administrative procedures that assure that employees are informed regarding what actions will be considered violent acts, and encouraging any employee who is the victim of violent conduct in the workplace, or is a witness to violent conduct to report the incident, and that employees are informed that there will be no retaliation for such reporting.

Threats and/or 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. Any disciplinary actions will be evaluated in accordance with the applicable Collective Bargaining Agreement or Meet and Confer Handbook.

References:

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)

Adopted: 09/10/2015

Revised: 12/19/2024

SUPERSEDES: BP 3510 WORKPLACE VIOLENCE PLAN September 10, 2015; Board Policy 4870 Workplace Violence Policy October 14, 1998