

The District is absolutely committed to providing a workplace which is free of harassment, threats, intimidation, and violent acts. Each of the District's employees is entitled to come to work without fear of being the target of such actions. The District has a zero-tolerance policy in this area. Such acts will **not** be permitted to occur. This prohibition includes verbal or physical harassment, verbal or physical threats, any menacing behavior, any actual aggressive or angry touching of a co-worker, verbal confrontations, name-calling or profanity directed against anyone personally, explosions of anger, and any other actions that cause others to feel unsafe, harassed, or threatened. This policy is in addition to our harassment policy.

Examples of behavior that will not be tolerated include, but are not limited to, continually making fun of another person; angry outburst or threats to others which cause them to feel unsafe and intimidated; employees "ganging up" to ridicule or tease an employee who does not quite "fit in" with the rest of the group; employees refusing to train, work with, help or cooperate with another person when necessary; off the job harassment, threats, unwelcome advances or stalking of a co-worker, which causes workplace consequences; and any other conduct which causes a tense and stressful workplace filled with interpersonal conflict.

For purposes of this policy, violent behavior is defined as:

1. The actual or implied threat of harm to an individual, group of individuals, or associates of those individuals.
2. The possession on District property of weapons of any kind, unless specifically authorized by District management, or the brandishing of any object that could reasonably be construed as a weapon. Weapons include, but are not limited to, guns, knives, explosives, tear gas, and mace. District property includes parking lots. Weapons are not permitted in cars parked in District lots, and this includes rifles during hunting season. Personnel are allowed to carry a folding knife (pocket) or rescue tool with a blade less than four inches in length.
3. Loud, angry, or disruptive behavior ("temper tantrums"). Such outbursts are clearly not an acceptable part of the District's work environment.
4. Negligent or intentional disregard for the physical safety or well-being of others.
5. Willful destruction of District or other employee property.
6. Commission of any violent crime on District property.
7. Any other conduct that a reasonable person would perceive as constituting actual or threatened violence.

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Anyone engaging in any acts of harassment, threats, intimidation, or violence against a fellow employee will be subject to discipline, up to and including immediate termination.

This policy is **not** intended to take away employees' freedom of speech or to keep employees ever from engaging in lighthearted banter in the workplace. However, there is a clear line between lighthearted kidding and banter, and subjecting a fellow employee to ridicule, threats or other action, which makes for a hostile or violent workplace. It takes only a little common sense to realize that, if an employee would be uncomfortable in a co-worker's shoes, the line has been crossed and the employee's behavior is inappropriate. Each employee should respect the other's feelings, as they would expect their own feelings to be respected.

Any employee who is subjected to, witnesses, or has knowledge of actions that could be perceived as harassment, threats, intimidation, or violence, or has reason to believe that such actions may occur, is encouraged and required to report them immediately to their supervisor. Employees may raise concerns and make reports without fear of reprisal. Such communications will be kept confidential to the full extent possible under the circumstances.

The District reserves the right to inspect, with or without notice, all District property, and any other property, whether belonging to employees, customers, clients, etc., brought on to the District's premises, including, but not limited to packages, bags, briefcases, backpacks, purses, automobiles, etc. The District also reserves the right to conduct ongoing background checks on employees in compliance with applicable law and to remove any individuals from the District's premises that present safety risks to others. Inspection of personal property will require reasonable suspicion that a violation of District policy exists.