

# Asheville-Buncombe Technical Community College

# (A-B Tech) Procedure

## Procedure 307: Workplace Violence Prevention

### Reporting Threats or Acts of Violence

1. Every member of the College community is responsible for reporting any threats or acts of violence that they have witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, members of the College community should report any behavior they have witnessed which they regard as threatening or violent when that behavior is job related, might be carried out on College property, or is connected to College employment or activities.
2. Reports should be made immediately to Campus Police.
3. The College will investigate all threats or acts of violence promptly and objectively.

### Threats or Acts of Violence

Any member of the College community who threatens or commits an act of violence toward other persons or property on campus, while engaged in any work for or on behalf of the College, or a College-sponsored event, shall be subject to disciplinary action, up to and including dismissal from employment, expulsion from the College, and/or banishment from campus, exclusive of any civil and/or criminal penalties that may be pursued, as appropriate.

No existing College policy, practice, or procedure shall supersede prevention or acts of violence or threats as defined in this Policy.

Definitions:

Members of the College community: All employees, students, volunteers, interns and visitors.

Owner: Vice President for Operations/CIO

Updated: January 28, 2013

Pursuant to Board Policy, Chapter 300, Policy 307, this procedure must be followed when addressing threats or violence in the workplace.