

Policy Title: **WORKPLACE THREATS OR VIOLENCE**

Fox Valley Technical College is committed to providing a safe and secure working and learning environment for students, employees, guests, and visitors. This policy applies to all College owned or leased facilities including offices, classrooms, work sites, vehicles, and field locations and includes any College sponsored activities at any location and to off campus misconduct which has an impact on a member of the College community.

Fox Valley Technical College does not tolerate behavior that:

- Is violent;
- Threatens violence;
- Harasses or intimidates others;
- Interferes with an individual's legal rights of movement or expression; or
- Disrupts the workplace, the academic environment or the college's ability to provide service to the public.

Prohibited violent or threatening behavior is all physically, sexually, and/or psychologically threatening or abusive behavior and can include but is not limited to: physical acts, oral or written statements, messages sent through any medium, gestures and expressions, or behaviors such as stalking, rape including acquaintance rape, sexual harassment, sexual assault, sexual violence including dating violence and domestic violence, and hate crimes between or against members of the College community.

Individuals who engage in violent or threatening behavior may be removed from the premises pending the outcome of an investigation, and may be subject to dismissal or other disciplinary action, arrest and/or criminal prosecution. The College will take appropriate measures under the terms of this and related policies in a manner that is reasonable to prevent such conduct from recurring, remedy the effects of the behavior, and/or to minimize the effects on members of the College community.

Adopted: 02/01/1989

Reviewed: 7/22/2020, 10/24/23

Revised: 7/22/2020