

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 1 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

Three Rivers College is committed to the safety and security of its students, faculty, staff, and visitors. To support this effort, the College has adopted the following workplace violence regulation. The College will not tolerate violent or threatening behavior directed at students, faculty, staff, visitors, or property. This includes any acts of violence, harassment, or threats made on College property, or at College sponsored events; and refers to acts or threats of violence made directly or indirectly, by words or gestures or symbols. Workplace violence is any action that threatens the physical safety and/or psychological well-being of others or oneself. There are three levels of workplace violence: verbal aggression, unreasonable behavior, and physical acts. Examples of the three levels of workplace violence are as follows:

Verbal aggression: constantly refusing to cooperate, spreading rumors to harm others, being aggressively argumentative, and exhibiting belligerent behavior toward others.

Unreasonable behavior: refusing to obey policies and procedures, sabotaging equipment and/or stealing property for revenge, and sending sexual or violent notes to coworkers or managers.

Physical acts: suicidal or homicidal threats, physical fights, destruction of property, or commission of a murder, rape, or arson.

Prohibited Behavior

The following non exhaustive list of workplace violence prohibited under the terms of this regulation:

- The use of physical force with the intent to cause harm;
- Threats of physical force or violence, which can be reasonably expected to intimidate, coerce, or cause fear of harm;
- Acts or threats of violence made directly or indirectly by words, gestures or symbols;
- Property crimes that would reasonably be anticipated to have the effect of intimidating or causing fear of harm.

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 2 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

Procedures

Violators of this regulation who are employees or students may be referred to counseling services, subject to disciplinary action which may include termination, and may also be subject to arrest and/or prosecution. If this regulation is violated by a member of the general public, the College may bar that individual from College owned or controlled property, terminate any business relationship (or the company they represent), and further prosecute the individual to the extent that the law permits.

Students and employees of the College are encouraged to report any acts of workplace violence as described in this regulation. The local police should be notified immediately to report a violent incident at any of the Three Rivers College properties or College sponsored events. If face to face reporting is not possible, another method of reporting a workplace violence incident is through the college website on an Incident Report Form.

**THREE RIVERS COLLEGE
GENERAL ADMINISTRATION REGULATION**

Section: 1000 General Administration	
Sub Section: 1200 Equal Opportunity	
Title: GAR 1208 Workplace Violence	Page 3 of 3
Primary Policy: GAP 1205 Code of Ethics	
Associated Policies: SP 2610 Student Code of Conduct; SP 2620 Disciplinary Proceedings; PP 4730 Suspension or Termination; IP 6710 Faculty Rights and Responsibilities; HSP 5120 Firearms and Weapons; GAP 1207 Depression and Suicide Prevention	
Associated Regulations: SR 2610 Student Code of Conduct; SR 2620 Disciplinary Proceedings; PR 4730 Suspension or Termination	
References: U.S. Department of Labor Occupational Safety and Health Administration (OSHA)	
Supersedes: NA	
Responsible Administrator: College President	
Initial Approval: 11-18-2020	Last Revision:

DOCUMENT HISTORY:

11-18-2020: Initial approval of regulation GAR 1208 Workplace Violence.