



Administrative

Policy Type: Threats and Violence
Policy Number: 2609
Date Adopted: 9/30/1997
Version: 5.0
Reviewed Cycle: Biennially
Date Last Reviewed: 10/1/2020
Office Responsible: Safety & Security
Reviewing Committee: N/A
Related Policies: 2702
Related Laws:

Policy Summary:

Threats, threatening behavior, or acts of violence against students, employees, visitors, guests, or other individuals by anyone on JC property will not be tolerated. Violations of this policy will lead to disciplinary action which shall include dismissal, arrest, and prosecution

Scope:

All students, employees, visitors, and guests on College property, satellite locations and at all College sponsored events.

Definitions (if applicable):

Threatening Behavior: Threatening behavior includes, but is not limited to, conduct against persons or property that is offensive, intimidating, hostile, injury producing, and/or abusive.

Acts of Violence: Acts of Violence include, but not limited to, hitting, shoving, sexual assault, attacks, stalking, verbal or non-verbal threats, electronically communicated threats, vandalism, arson and possession, use or threatened use of a weapon of any type.

Policy Statement:

Any person who makes substantial threats, exhibits threatening behavior, or engages in violent acts on JC property shall be removed from the premises as quickly as safety permits, and shall remain off JC premises pending the outcome of an investigation. Campus Safety and Security (Ext. 8620) will initiate an appropriate investigation and responses, assuring involved students receive access to due process. This response shall include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved (See Student Discipline, Suspension, or Expulsion #2702).



No existing JC policy, practice, or procedure should be interpreted to prohibit decisions designed to prevent a threat from being carried out, a violent act from occurring or a life-threatening situation from developing.

All College personnel and students are responsible for notifying Campus Safety and Security (Ext. 8620) of any threats or behaviors which they have witnessed, received, or are aware that another person has witnessed or received. Even without an actual threat, personnel should also report any behavior they have witnessed which they regard as threatening or violent, when that behavior is job related or might be carried out on College property, or is connected to College employment or academic status.

Employees are responsible for making this report regardless of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or were the focus of the threatening behavior. If the Campus Safety and Security is not available, personnel should report the threat to their administrative supervisor or another member of administration.

All employees who apply for or obtain a protective or restraining order, which lists College location as being protected areas, must provide a copy of the petition and declarations used to seek the order to the Safety and Security Manager and the Senior Vice President/Chief Operating Officer , including a copy of any temporary protective or restraining order, which is made permanent.

Jackson College understands the sensitivity of the information requested and has developed confidentiality procedures, which recognize and respect the privacy of the reporting employee(s). However, it should be understood that the College cannot guarantee confidentiality in the event proceedings are initiated against the person making the threat by the College and/or any governmental authority.

Change Log:

<u>Date Of Change</u>	<u>Description of Change</u>	<u>Responsible Party</u>
11/17/2011	Change log added	A. Goings
07/23/2014	Updated College name and Logo	J. Whipple
06/23/2016	Annual Review	J. Whipple
09/24/18	Annual Review	J. Whipple
9/15/2020	Annual Review	J. Whipple