

Mad River Local School District

Bylaws & Policies

8200 - VIOLENCE IN THE WORKPLACE

Mad River Local Schools is committed to maintaining a safe workplace that is free from violence and the threat of violence. Any employee who threatens violence, engages in violence, engages in harassment or intimidating behavior, or who violates regulations regarding dangerous weapons or materials, is in serious violation of our policy. This policy applies to all conduct which occurs at schools, buildings, grounds and vehicles owned or controlled by the Board, and at all interscholastic competitions, extra-curricular events, and all other programs and activities sponsored by Mad River Local Schools or in which Mad River is a participant. This policy also applies to conduct by an employee, regardless of where it occurs, if the conduct is directed toward a school district official or school employee.

Mad River Local Schools Board of Education believes that all employees are entitled to a safe, non-threatening workplace. Therefore, any form of violence, whether actual or perceived, will not be tolerated.

This policy includes, but is not limited to:

- A. threatening, hostile or intimidating behavior
- B. possession of a dangerous weapon
- C. derogatory or disparaging comments or statements
- D. the use of profanity or other explicit language, when linked with physical and/or psychological intimidation or aggression
- E. discriminatory remarks which are likely to be offensive to other persons
- F. destructive or sabotaging actions against School Board or personal property
- G. harassing/threatening phone calls
- H. any conduct which could reasonable be viewed as stalking-type behavior

Reporting:

Many situations, if investigated and responded to before they become serious, can be diffused before they result in violence or in damage to employees' health or careers. The procedures to encourage early reporting, support and stress reduction for staff, as well as the prevention of violence are:

- A. Any employee can report concerns or incidents to his/her immediate supervisor.

- B. The immediate supervisor of the person making the report/complaint will conduct an initial investigation of the matter.
- C. If the supervisor becomes aware of any action, behavior or perceived threat that may violate this policy, the supervisor shall promptly refer the matter to the Personnel Office.

All reports and complaints under this policy will be seriously considered and promptly investigated.

After the investigation has been completed, a determination will be made by the administration and/or the Board regarding the resolution of the complaint/report. Individuals in violation of the policy will be subject to disciplinary action, up to and including termination of employment.

Non-Retaliation

This policy prohibits retaliation against any employee who brings complaints of violence or intimidating behavior or who helps in investigating complaints; such employee will not be adversely affected in terms and conditions of employment, nor discriminated against, nor discharged merely because s/he brought the complaint, made a report, or otherwise cooperated in an investigation.