

**3358:11-5-50 Zero tolerance/workplace violence policy.**

- (A) Purpose. It is the goal of Owens community college to maintain a work environment, which is free from threats, threatening behavior and acts of violence. The college will not tolerate workplace threats, intimidation or violence of any type from any source. The purpose of this policy is to promote an atmosphere that encourages learning and productive employment.
- (B) Action. Employees found to be in violation of this policy or who intentionally bring false charges shall be subject to disciplinary action up to and including termination, including civil and/or criminal penalties.
- (C) Responsibilities. Employees and students of Owens community college who have obtained a protective order are responsible for providing a copy of the order to the college's department of public safety. Other parties may also be informed when deemed necessary for the safety of employees and students of the college.
- (D) Implementation. The vice president of human resources will implement procedures consistent with this policy.

Effective date: 11/22/2009

Patricia M. Jezak  
Certification

11-10-09  
Date

Promulgated under: 111.15  
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Rule amplifies: 3358.08  
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