

**PROHIBITION OF WORKPLACE VIOLENCE**

The Nye County School District is committed to providing for the safety and security of all employees, students, parents, visitors and property. This policy applies to all employees, including full-time, part-time, casual/temporary and elected officials, as well as volunteers and contract employees.

Violence in the workplace will not be tolerated. Acts or threats of physical violence, including intimidation, harassment and/or coercion, which involve or affect the District or which occur on District property or during the course of District business, will not be tolerated. Examples of workplace violence include, but are not limited to, the following:

- Threats or acts of violence occurring on District premises, regardless of the relationship between the District and the parties involved;
- Threats of acts of violence occurring off District premises involving someone who is acting in the capacity of a representative of the District;
- Threats or acts of violence occurring off District premises involving a District employee, if the threats or acts affect the legitimate interests of the District; and
- Threats or acts resulting in the conviction of an employee/agent of the District, or of an individual performing services for the District on a contract or temporary basis, under any criminal code provision relating to violence or threats of violence which adversely affect the legitimate interests and goals of the District.

Possession of a weapon in the workplace, except as required by an employee's job description, will not be tolerated and will subject the employee to dismissal. Actions of school personnel and law enforcement personnel which are necessary in the performance of their duties and are consistent with District policies or sound law enforcement procedures shall not be considered a violation of this policy. In addition, actions necessary for bona fide self-defense or protection of District property shall not be considered a violation of this policy.

Specific examples of conduct which may be considered threats or acts of violence include, but are not limited to, the following:

- Hitting or shoving an individual;
- Threatening an individual or his/her family, friends, associates or property with harm;
- The intentional destruction or threat of destruction of District property;
- Harassing or threatening phone calls or computer messages;
- Harassing surveillance or stalking; or

- **Unauthorized possession or inappropriate use of firearms, weapons, hazardous biological or chemical substances, or explosives.**

### **Reporting**

**Every employee is required to immediately report any acts or threats of violence against any co-worker, administrator, supervisor, student, visitor or other individual. Every other person on District property is encouraged to report threats or acts of violence of which s/he is aware. Examples include:**

- **Discussing weapons or bringing them to the workplace;**
- **Displaying overt signs of extreme stress, resentment, hostility or anger;**
- **Making intimidating, abusive or threatening remarks;**
- **Sudden or significant deterioration of performance; or**
- **Displaying irrational or inappropriate behavior.**

**Reports should be made to the Site Principal/designee or Supervisor/designee or other school district official in the immediate vicinity. Administrators/supervisors who witness or become aware of any threats or acts of violence must notify the Superintendent/designee immediately.**

**Employees reporting real or perceived threats in good faith will not be subject to harassment or retaliation. Nothing in this policy alters any other reporting obligation established in District policy or in state, federal or other applicable law.**

### **Temporary Restraining Orders**

**The District may apply for an order of protection against harassment in the workplace under the terms of NRS 33.200 through 33.360 when it has reason to believe that:**

- 1. A person knowingly threatens to cause or commits an act that causes (a) bodily injury to him/herself or to another person, (b) damage to the property of another person or (c) substantial harm to the physical or mental health or safety of a person;**
- 2. The threat is made or an act committed against the District, any employee of the District while performing employment duties, or against a person present at the District's workplace; and**
- 3. The threat would cause a reasonable person to fear that the threat will be carried out, or the act would cause a reasonable person to feel terrorized, frightened, intimidated or harassed.**

**Such order of protection against harassment in the workplace may:**

1. Enjoin the alleged harasser from contacting the District, an employee of the District while performing his/her duties, and any person while the person is present at the District's workplace;
2. Order the alleged harasser to stay away from the workplace; and
3. Order such other relief as the court deems necessary to protect the District, the workplace of the District, the District's employees while performing their employment duties, and any other persons who are present at the workplace.

### **Discipline**

Violations of this policy by any individual on District property, by any individual acting as a representative of the District while off District property, or by any individual acting off District property when his/her actions affect the District's interests may lead to disciplinary action, up to and including termination and/or legal action as appropriate. The District may also take appropriate disciplinary action against any employee who intentionally makes a false or malicious statement about other employees.

Violations of this policy by students may result in counseling, suspension, expulsion and/or legal action, as appropriate.

Reviewed:

Adopted:

Revised:

NEPN/NSBA Classification: GBG

Legal Reference: NRS 33.200 through 33.360