

DUTCHESS COMMUNITY COLLEGE

WORKPLACE VIOLENCE PREVENTION POLICY STATEMENT

Pursuant to the Workplace Violence Protection Act (NYS Labor Law § 27-b), Dutchess Community College (College) is committed to creating and maintaining a working and learning environment where violence or threats directed toward any member of the College community are not tolerated. Additionally, the College will regularly evaluate risk factors for workplace violence on campus and in all College buildings and facilities.

The College has developed this policy statement to promote the safety and well-being of its employees. Threats, threatening behavior and acts of violence against employees by other college employees, contractual workers, students, visitors, vendors, relatives or other third parties on college premises, will not be tolerated.

This policy statement is to be shared with, and made available, to all employees. The College will take every reasonable effort to prevent incidents of workplace violence. The College will continually develop its workplace violence prevention program, which includes training related to workplace safety and reducing workplace violence.

All violent acts and threats of violence are strictly prohibited, and any threat or violent act should be taken seriously. It is the responsibility of each college employee who has been subjected to, or has witnessed, a violent act or threat of violence, or believes that a serious violation of the College's violence prevention policy exists to report such behaviors to College Security, a Supervisor, or College administration. Employees are responsible for respecting the rights of their co-workers.

All incidents of violence will be investigated promptly and thoroughly, and the nature of the complaint shall be kept confidential to the extent reasonably possible to conduct a thorough investigation. Retaliation against any employee for filing a good faith complaint or participating in an investigation is strictly prohibited.

Students, employees and visitors to the campus who commit or threaten to commit acts of violence are subject to disciplinary action and/or civil or criminal prosecution as appropriate. For purposes of this policy statement, violence and threats of violence include, but are not limited to: any physical assault, any physical or verbal threat, stalking, bullying, or behavior or act which is interpreted by a reasonable person to carry the potential:

- To harm or endanger the safety of others
- To result in an act of aggression
- To willfully destroy or damage property

This policy statement is applicable to all College employees, students, vendors and their employees, campus visitors, volunteers and College-affiliated individuals.

Nothing in the College's Workplace Violence Prevention Policy or Program shall preclude a person from also contacting and initiating a complaint with an outside agency or the Commissioner of Labor.