



POLICY

Title: CAMPUS SAFETY (WORKPLACE VIOLENCE)	Code: G0303
Authority: Wis. Stats. Chapter 38; WI Admin. Code WTCS Chapter TCS 6; See also MATC District Board Policies: C0201, G0300, G0301, G0301-1, G0302; Board Minutes, 5/19/98; 9/25/07; 12/18/18	Original Adoption: 5/19/98 Revised/Reviewed: 10/26/18 Effective: 12/18/18

PURPOSE

Workplace violence is a major challenge and is unacceptable at any level in public or private institutions. Many legal responsibilities exist under provisions of the Occupational Safety and Health Act; the Wisconsin Safe Place Statute; the Drug Free Workplace Act, Title VII U.S.C.; and the Wisconsin Fair Employment Act. Wisconsin statutes define workplace violence as 1) an act done with intent to cause bodily harm to that person or another without the consent of the person so harmed; and 2) conduct or expression that threatens bodily harm.

Any form of harassment, intimidation, threats, or bullying that threatens bodily harm will not be tolerated. There is no justification for such actions. All employees and students who engage in such violent, threatening, intimidating or harassing behavior, will face discipline, up to and including termination from the college from their positions or academic programs. Members of the general public are also subject to this policy. Violators can be removed from campus and appropriate action taken (see also G0300, Safety and Security).

PROHIBITED ACTS

Any person who makes threats of bodily harm, or exhibits threatening behavior either verbal or physical, or engages in such acts on MATC property and/or property owned/controlled by the college shall be immediately removed from the premises and shall remain off MATC premises pending the outcome of an investigation. Milwaukee Area Technical College will initiate a decisive and appropriate resolution. This resolution may include disciplinary action up to and including termination from a person's position or academic program. Furthermore, MATC may seek legal prosecution against those acting in violation of the law or may seek an injunction against the individual found to have violated this policy.

OBLIGATION TO REPORT INCIDENTS OF VIOLENCE

All MATC personnel are responsible for notifying the Public Safety Department at 414-297-6588 of any threats, threatening behavior, or acts of violence as defined above, which they have witnessed, when that behavior is job related or might be carried out on



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an MATC controlled site. Employees are responsible for making this report regardless of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening or violent behavior.

TEMPORARY RESTRAINING ORDERS

This policy also requires all individuals who apply for or obtain a protective or restraining order which lists MATC locations as being protected areas, to provide the Department of Public Safety a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order which is granted, and ultimately a copy of any protective or restraining order which is made permanent.