

ADMINISTRATIVE POLICY

The online version of this policy is official.
Therefore, all printed versions of this
document are unofficial copies.

Workplace Violence

Clarksville-Montgomery County School System (CMCSS) is committed to providing a safe workplace and prohibits any workplace violence committed by or against its employees. Workplace violence comprises a range of behavior including, but not limited to:

- overt acts of physical violence
- direct or indirect threats of violence towards oneself or others
- conduct such as intimidation or threatening/aggressive or disruptive behavior that causes a reasonable concern for safety from violence in the workplace
- intentionally damaging employer property or property of another employee
- possession of a weapon while on District grounds/property or while conducting District business except as expressly permitted by law.

CMCSS requires its employees to promptly report any suspected violations of this policy and any circumstances that raise concern for safety from workplace violence, including but not limited to suspicious individuals or activities. CMCSS also requires its employees to report any protective or restraining order that they have obtained that lists or applies to a CMCSS workplace as a protected area. CMCSS will promptly investigate all such reports. CMCSS is committed to non-retaliation toward its employees who make good faith reports under this policy. Employees determined to have violated this policy will be disciplined as appropriate, up to and including termination.

Implementing Procedures: Workplace Violence Procedure ([HUM-P033](#))

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
5/9/16		Initial Release

*****End of Policy*****