

	Domestic Violence In The Workplace		
Human Resources	Administrative Policy & Procedure 3-190	Page 1 of 3	<small>Adopted 09/99 March 2006</small>

1.0 Domestic Violence In The Workplace Policy Objective and Responsibilities

Columbia Basin College (CBC) is committed to providing a safe, healthful workplace that is free from domestic violence or threats of domestic violence. For purposes of this policy, domestic violence is any violent or potentially violent behavior that arises from or occurs in the workplace that affects College faculty, staff and students.

- 1.1 Individuals who engage in violent or prohibited behavior may be removed from the campus, and may be subject to dismissal or other disciplinary action, arrest and/or criminal prosecution. This policy applies to all work locations including offices, work sites, vehicles, and field locations.
- 1.2 CBC does not tolerate behavior, whether direct or through the use of College facilities, property or resources that:
 - 1.2.1 Is violent;
 - 1.2.2 Threatens violence;
 - 1.2.3 Harasses or intimidates others;
 - 1.2.4 Interferes with an individual's legal rights of movement or expression; or,
 - 1.2.5 Disrupts the workplace, the academic environment or the College's ability to provide service to the public.

Violent or threatening behavior can include physical acts, oral or written statements, harassing telephone calls, gestures and expressions or behaviors such as stalking.

CBC takes reports of threatening or violent workplace incidents seriously. Employees, supervisors and managers are expected to follow the CBC Workplace Violence Report Response Procedure to report actual or alleged incidents of violence in the workplace.

2.0 Procedure

The following definitions are specific to the terms of this procedure and do not modify or revise similar terms as used in related procedures or collective bargaining agreements.

- 2.1 Domestic violence is physically, sexually, and/or psychologically abusive behavior that a household member or dating partner uses to establish and maintain control over another person. Such behavior can be violent or threaten violence, and may result in physical or emotional harm or otherwise place a person's safety and productivity at risk. CBC does not penalize or discipline employees because they are, or have been victims of domestic violence

3.0 Where to Get Help

Resources for employees and supervisors, who experience, observe or otherwise may be affected by domestic violence:

- 3.1 Discuss your situation with a trusted coworker, supervisor, or manager and ask for help.
- 3.2 Student employees or supervisors of student employees may contact the Office of the Vice President for Student Services.

In addition, victims of domestic violence may wish to contact the 24-hour Washington State Domestic Violence Hotline, 1-800-562-6025, or the Washington State Coalition Against Domestic Violence, 360-352-4029.

4.0 Leave

Employees who are victims of domestic violence may need time away from work to obtain medical, legal or consulting services. An employee in need of leave should notify his/her supervisor of the need to be absent and discuss leave options.

5.0 Guidelines for Supervisors and Managers

5.1 When an employee is a victim:

- 5.1.1 Maintain the confidentiality of information that a victim of domestic violence may share. Information should only be given to others on a need-to-know basis.
- 5.1.2 Contact the Human Resources Office to help evaluate risk and formulate an appropriate response or action plan.
- 5.1.3 Respect the victim's assessment of risk to self or others in evaluating the need for a workplace safety plan.
- 5.1.4 Be as flexible as possible in accommodating a victim's need for leave or work schedule adjustments.
- 5.1.5 If the victim needs to relocate, discuss the situation with Human Resources Office to determine what additional assistance may be available to help the employee find other state employment.

5.2 When an employee may be a perpetrator:

- 5.2.1 If an employee who may be a perpetrator asks for help, refer the employee to Employee Assistance for a referral to a certified domestic violence perpetrators' treatment program.
- 5.2.2 Discuss any actual, reported or suspected improper conduct with the Supervisor or the Human Resources Office to determine the course of action that is most appropriate.
- 5.2.3 Document and maintain records of any times the employee may have used College resources such as work time, electronic communication technologies, campus mail to engage in harassing, threatening or abusive behavior.

6.0 Reporting Requirements

Employees who report incidents of workplace violence may request to do so confidentially. Such requests will be honored to the degree legally allowable. Employees who are concerned about confidentiality should discuss their concerns with the Human Resources Office.

Each department is responsible for reporting incidents of violent or threatening behavior involving all College employees and appointees as follows:

- 6.1 If a report must be made after normal business hours, call 911.
- 6.2 Supervisors and managers who receive reports of violent or threatening behavior must notify the Vice President of Human Resources & Legal Affairs or his/her designee; and do not leave a voice mail message.

The Human Resources Office will involve the appropriate resources and assist supervisors and managers in their response to allegations of violent or threatening conduct. If allegations of violent behavior are made against faculty or students, the Vice President for Human Resources & Legal Affairs will notify the President's office or the Office of the Vice President for Student Affairs, respectively.