

Series 400 – Employees

Policy Title: VIOLENCE IN THE WORKPLACE

Policy Code No. 408.14

Newton Community School District is committed to providing a safe, professional work environment that is free of violence, either by employee against employees, employee against students, students against employee, or by third parties against employees. Workplace violence includes, but is not limited to, the following when such conduct is committed on District property, at a District activity or event, or in connection with a District activity or event:

- the offensive and/or unlawful touching by one person against another;
- threats of bodily harm to another;
- the use of abusive language, threatening, or intimidating comments;
- the possession of unauthorized firearms or weapons while on District property;
- conduct detrimental to District personnel, which may cause undue disruption of work or endanger the safety of persons or property.
- stalking;
- causing or encouraging another to commit conduct as listed above.

Such conduct will be subject to disciplinary action, up to and including termination of employment. Employees who believe they have been subjected to violence in the workplace as defined in this policy should immediately terminate all contact and communication with the offending party and file a written complaint with the Superintendent. Allegations of workplace violence shall be investigated and, if substantiated, disciplinary action shall be taken. Initiating a complaint under this policy shall not cause any negative impact on complainants nor shall it affect their employment, compensation, or work assignments.

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Legal Ref.: Code of Iowa 708.6, 708.11, 724.4

Cross Ref.: Board Policy
 408.2 Anti-Bullying/Anti-Harassment Policy
 408.6 Discipline and Discharge