

## **PERSONNEL**

### **VIOLENCE IN THE WORKPLACE**

**4302**

The Manchester Board of Education maintains a zero tolerance on violence in the workplace. Any violent act, implied or actual, threatening, and the use of a deadly or dangerous weapon are strictly prohibited. Participating in, provoking, or otherwise contributing to any violent act in the workplace, including, but not limited to, abuse, battery, property damage, threats and/or harassment will result in disciplinary action up to and including arrest and discharge.

For the purposes of this policy “deadly weapon” means any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, blackjack, bludgeon, or metal knuckles.

In addition, “Dangerous instrument” means any instrument, article or substance which, under the circumstances in which it is used or attempted to be used, is capable of causing death or serious physical injury, and includes a “vehicle” as that term is defined in this section and includes a dog that has been commanded to attack, except a dog owned by a law enforcement agency of the state or any political subdivision thereof or of the federal government when such dog is in the performance of its duties under direct supervision, care and control of an assigned law enforcement officer.

Possession, use, or threat of use, of a deadly weapon and/or dangerous instrument, as defined by the State of Connecticut Penal Code, Section 53a-3, by a Manchester Board of Education employee, is not permitted at work, or on school property, including a Manchester Board of Education vehicle, or in a private vehicle when the vehicle is being used for school business, or if the private vehicle is parked on school property, unless such possession or use of a deadly weapon and/or deadly instrument is necessary and approved requirement of the job, as authorized by the Chief of Police and/or the Superintendent of Schools.

It is the shared obligation of all employees, law enforcement agencies, and employee organizations, individually and jointly, to act, to prevent, or defuse, actual or implied violent behavior at the workplace. The Manchester Board of Education will work with law enforcement agencies to aid in the prosecution of anyone who commits violent acts against employees or their property.

No employee, acting in good faith, who reports real or implied violent behavior, will be subject to retaliation or harassment based upon such report.

Legal Reference:

State of Connecticut Penal Code, Section 53a-3

ADOPTED: 2-25-13