

CAMPUS AND WORKPLACE VIOLENCE PREVENTION

Policy Number: 113

Categorized: [General Policies](#)

Responsible Office: College Police

Subject:

Related Policies: [Weapons](#)

Procedures: [113P](#)

Additional Information:

Effective Date:

Last Reviewed Date: 07/23/2020

1. Scope

This policy applies to all faculty, staff, students, visitors, contractors, and other third parties.

2. Policy Statement

Northern Virginia Community College strives to promote and maintain a productive environment for learning and working that is free from threats, intimidation, and violence. The College encourages reporting of incidents or threats of violence and has established procedures for responding to these reports.

The College has established a Violence Prevention and Education Committee to provide education, training and professional development for students, faculty and staff that prevents violence and promotes safety and security at the College.

In compliance with the Code of Virginia, the College has established a Threat Assessment Team (TAT) to identify, assess and respond to reports of concerning behavior or behavior that poses a threat to the safety of the campus community.

The following conduct is prohibited:

- a. Injuring another person physically;
- b. Engaging in behavior that creates a reasonable fear of injury to self or another person;
- c. Engaging in behavior that would subject a reasonable person to, and does subject another individual to, extreme emotional distress;
- d. Possessing, brandishing, or using a weapon while on College premises by students, except where possession is a result of participation in an organized and scheduled instructional exercise

for a course, or where the student is a law enforcement professional, or when the weapon is secured in the student's vehicle and the student has a concealed carry permit;

- e. Possessing, brandishing, or using a firearm, weapon, or other device by faculty or staff that is not required by the individual's position while on college/system office property or engaged in college/system office business; or in violation of law or other college/system office policy, except where the employee is a law enforcement professional, or when the weapon is secured in the employee's vehicle and the employee has a concealed carry permit.;
- f. Brandishing, using, or possessing a weapon by third parties while on campus in academic or administrative buildings, or while attending a sporting, entertainment or educational event. This provision does not apply to law enforcement personnel.
- g. Intentionally damaging property;
- h. Threatening to injure an individual (including oneself) or to damage property;
- i. Committing injurious acts motivated by, or related to, domestic violence or sexual harassment; and
- j. Retaliating against any employee or student who, in good faith, reports a violation of this policy.

3. Definitions

Threat Assessment Team (TAT): A group established in accord with Virginia law to identify and assess risks posed by concerning behavior. TAT responds College-wide to escalated cases of severe and extreme risk.

Weapon: (i) any pistol, revolver, or other weapon designed or intended to propel a missile of any kind by action of an explosion of any combustible material; (ii) any dirk, bowie knife, switchblade knife, ballistic knife, machete, razor, sling bow, spring stick, metal knucks, or blackjack; (iii) any flailing instrument consisting of two or more rigid parts connected in such a manner as to allow them to swing freely, which may be known as a nun chahka, nun chuck, nunchaku, shuriken, or fighting chain; (iv) any disc, of whatever configuration, having at least two points or pointed blades which is designed to be thrown or propelled and which may be known as a throwing star or oriental dart; or (v) any weapon of like kind, to include but not limited to, tasers.

Workplace: Any location, either permanent or temporary, where an employee performs any work-related duty. This includes, but is not limited to, the buildings and the surrounding perimeters, including the parking lots, field locations, alternate work locations (other than an individual's home when telecommuting), and travel to and from work assignments.

Workplace Violence: Any physical assault or threatening behavior occurring in the workplace by employees, students, or third parties. It includes, but is not limited to, beating, stabbing, suicide, shooting, rape, attempted suicide, psychological trauma such as threats, obscene phone calls, intentionally damaging property, an intimidating presence which makes a reasonable person apprehensive of imminent harm, and harassment of any nature such as stalking, shouting so as to cause a disruption, swearing or committing injurious acts motivated by, or related to, domestic violence or sexual harassment.

4. Procedures

See [113P](#).

5. Authority

VCCS Policy 3.14.5 Workplace Violence Prevention and Threat Assessment Policy Guidelines

[DHRM Policy 2.35 Civility in the Workplace](#)