



Category	
POLICY: 2-04 Workplace Violence Prevention	
Approval	
LT Approved:	
Effective Date:	07/01/2022
Revised:	07/01/2022
Responsible Party:	Vice President, People & Culture

It is the policy of WSU Tech (“College”) to promote a safe environment for its employees, students, and visitors. The College is committed to working with its employees to maintain an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. Violence, threats, harassment, intimidation, and other disruptive behavior in our facilities will not be tolerated, and it is the responsibility of all employees of the College to report any occurrence of such conduct. In addition, no joking about violence will be tolerated. “Violence” includes physically harming another, shoving, pushing, striking, brandishing weapons, and threatening or talking of engaging in those activities. It is the intent of this policy to ensure that everyone associated with the College never feels physically threatened by any other’s actions or conduct.

In an effort to further fulfill this commitment to a safe working environment, the College has adopted the following policies in regard to the possession and carrying of weapons and/or other dangerous or hazardous devices or substances while on college premises or otherwise performing services for the College:

- No person (with the exception of law enforcement) is allowed to openly carry weapons, and/or other dangerous or hazardous devices or substances on college premises. College premises include, without limitation, all College owned and leased buildings, facilities, parking lots and grounds.
- No person (except for law enforcement) is allowed to carry a concealed weapon and/or other dangerous or hazardous devices or substances into any building owned or leased by the College. Appropriate signs will be posted at all building entrances to that effect.
- College security officers may carry weapons and/or other dangerous or hazardous devices or substances, as dictated by job description and mandates from management.
- Individuals who are not licensed to carry concealed weapons are prohibited from doing so on all College premises by law and policy.

- The College specifically prohibits the carrying of weapons and/or other dangerous or hazardous devices or substances, concealed or unconcealed, by an employee while on college premises, regardless of whether the employee is licensed to carry the weapon. This ban includes keeping or transporting a weapon in a vehicle in College parking lots, with the exception that employees who are properly licensed to carry a concealed weapon may continue to keep such weapon in their private vehicle. All employees are prohibited from carrying a weapon and/or other dangerous or hazardous devices or substances in a college vehicle or while performing services for the College off the College's premises.

Every employee, student and visitor on college property is encouraged to report threats or acts of physical violence of which they are aware. All reports will be taken seriously and will be dealt with appropriately. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

This policy applies to employees and students, as well as independent contractors and other nonemployees doing business with the College. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.