

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION
STATEMENT OF POLICY**

POLICY NUMBER: 8-5-102

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POLICY TITLE: WORKPLACE VIOLENCE

LEGAL AUTHORITY: Section 1-1-1410 and 59-53-20 of the 1976 Code of Laws of South Carolina, As Amended

DIVISION OF RESPONSIBILITY: Human Resource Services

DATE APPROVED BY BOARD: July 12, 2005

DATE OF LAST REVISION: August 19, 2014

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

It is the policy of the State Board for Technical and Comprehensive Education to have zero tolerance regarding acts or threats of violence in the workplace. Any acts of violence which include, but are not limited to physical assaults, threats, harassment and property damage committed by agency or college employees, students, vendors, or members of the public on agency or college grounds will be promptly investigated, and appropriate disciplinary measures will be taken, up to and including dismissal from employment, student expulsion and/or arrest and prosecution.

The State Board for Technical & Comprehensive Education expects all employees to interact in ways that promote cooperation and mutual respect.

Each college/System Office may develop specific guidelines to address workplace violence issues at their respective institutions.

Date of Last Review: January 17, 2019