



AP 6800 HEALTH AND SAFETY

References:

Cal/OSHA: Labor Code Sections 6300 et seq.;
Title 8 Section 3203;
Code of Civil Procedure Section 527.8;
Penal Code Sections 273.6

This procedure addresses the responsibilities of District employees if they believe unsafe work conditions have or are occurring in the workplace.

It is the responsibility of all employees to immediately report an **emergency, threats or acts of violence, crisis or conflict**, or any other behavior which deliberately hurts or harms another person at the **workplace** to their immediate supervisor, the Campus Security Office, and/or local law enforcement. Such reports will be promptly and thoroughly investigated.

In the event of an emergency that threatens life or property and demands an immediate response of police, fire, or medical personnel the employee shall immediately report by first dialing 911, thereby notifying law enforcement, then notifying his/her immediate supervisor or the Campus Security Office.

Definitions:

Crisis or conflict: There is a crisis or conflict if any inappropriate or unreasonable disruption interferes with the normal functioning of the employee's work.

Acts of violence: An act of violence includes any physical action, whether intentional or reckless, that harms or threatens the safety of self, another individual or property.

Threat of violence: A threat of violence includes any behavior that by its very nature could be interpreted by a reasonable person as intent to cause physical harm to self, another individual, or property.

Workplace: Workplace includes the main campus, Wake and Schott Campuses, and District sponsored activities where faculty, staff, or student employees are engaged in college business, or locations where incidents occur as a result of the employee's relationship to the District.

Emergency: An emergency is any situation that threatens life or property and demands an immediate response of police, fire, or medical personnel.

Equipment: Should the duties of an employee require the use of equipment to ensure the safety of the employee, the District shall furnish such equipment.



Restraining Orders/Court Orders:

An employee shall notify law enforcement of any restraining orders/court orders when named as a plaintiff, and provide a copy of the order to Campus Security. In the event the supervisor is informed by an employee of a restraining order the supervisor will contact Campus Security to ensure they are aware of it, and that they have a copy of the restraining order on file.

Also see the Injury and Illness Prevention Program Handbook available in Business Services as well as BP/AP 3500 titled Campus Safety and BP/AP 3510 titled Workplace Violence Plan.

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(Replaces current SBCC AP 6800)

Legal Reference Update #27: October 2015