

Personnel

Board of Trustees Policy

SUBJECT: Workplace Violence Policy	NUMBER: 2.20
	DATE: March 20, 2023 Resolution # 23-44
	SUPERSEDES: Resolution #09-26

This policy document directly relates to Workplace Violence Policy, of the SUNY Schenectady Board of Trustees, as hereto attached.

SUNY SCHENECTADY WORKPLACE VIOLENCE POLICY

In 2006, the New York State Legislature mandated that all public employers establish and implement programs to prevent violence in the workplace. In response to the mandate, the following workplace violence policy and procedure has been approved by the Schenectady County Community College Board of Trustees on March 16, 2009 (Resolution #09-26).

POLICY STATEMENT

SUNY Schenectady prohibits workplace violence. Violence, threats of violence, intimidation, harassment, stalking, coercion, or other threatening behavior toward people or property will not be tolerated. This includes violent actions and harassment by College employees directed against supervisors, directed against other employees, by employees against students or visitors, or by visitors directed against College employees or students.

The workplace violence policy pertains to all individuals employed by the College, and to all individuals who do business with the College or attend any function or participate in any activity sponsored or held on College property, including but not limited to, employees, visitors, students, and contractors.

Individuals violating this policy may be removed from College property and are subject to disciplinary action which may include termination, consistent with College policies, rules and collective bargaining agreements, and/or referral to law enforcement authorities for criminal prosecution.

SCOPE

The workplace violence policy applies to students employed by the College, as do the SUNY Schenectady Student Code of Conduct and Campus Safety policy/procedures. The SUNY Schenectady Student Code of Conduct and Campus Safety policy/procedures are applicable to all students and are available to students through the Student Affairs Office, Elston Hall, Room 222.

If you observe or experience violent, threatening, harassing, intimidating, or other disruptive behavior by anyone on SUNY Schenectady premises, whether he or she is an SUNY Schenectady employee or not, report it immediately to your supervisor, Human Resources/AAO office, security guard or another manager or official. All reports will be taken seriously and will be dealt with appropriately.

If you have any questions about this policy, please contact the, Executive Director for Human Resources @ 518.381.1218, or humanresources@sunysccc.edu.

Resolution #23-44 (3/20/23)