

6Hx19-1.36 WORKPLACE VIOLENCE

The purpose of this Board Rule is to establish Board policy regarding the prevention, reporting and response to violence in the workplace.

Pasco-Hernando State College (PHSC) is committed to providing a workplace for its employees, students, and volunteers that is safe, secure, and respectful – an environment that is free from violence and threats of violence. Behaviors and actions that are indicative of threats and/or violence are potentially damaging to College employees, students, and property. There shall be no tolerance for violence or threats of violence that disrupt the work environment or result in a fear of personal safety.

Definition of Workplace Violence:

Workplace violence includes, but is not limited to, intimidation, threats, physical attack or property damage.

Intimidation: Includes, but is not limited to, abusive language, oral and written communication, stalking, making gestures, or engaging in actions (intentional or unintentional) that frighten, coerce, or induce emotional harm or may reasonably be expected to frighten, coerce, or induce emotional harm.

Threat: The expression of intent to cause physical, emotional or psychological harm. An expression constitutes a threat, without regard to whether the party communicating the threat has the present intent or ability to carry it out and without regard to whether the expression is contingent, conditional, or future. A threat may be direct or implied and may be conveyed orally, in writing, by telephone, facsimile, conventional/electronic mail, or any other communication medium.

Physical Attack: Unwanted hostile physical contact including, but not limited to, hitting, fighting, pushing, shoving or throwing objects.

Property Damage: Intentional damage to any kind of property, including that owned or leased by or to the State of Florida and/or the College, employees, students, visitors or vendors.

It is a violation of this policy to engage in the conduct defined herein or to use or possess an unauthorized weapon on any College property, except as authorized by College Rules and the laws of the State of Florida. The President shall enact and maintain procedures in accordance with this Rule, which shall, as a minimum, provide for methods of reporting and investigating alleged violations of this Rule. These procedures are described in Internal Management Memorandum #1-26, *Workplace Violence*.

Rule Initially Adopted: 7/15/03

Revision Dates: 1/20/2026

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65

Other References:

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(5)(8)(f),(18),(27),(44);
1001.65(1)(3)(22)(24)