



Ohio Administrative Code

Rule 3358:5-13-12 Workplace violence prevention policy.

Effective: [November 15, 2022](#)

(A) Clark state college is dedicated to providing safe, dependable working conditions for its employees. In order to achieve this goal, it is our policy to provide a workplace free from violence and violent acts. Consistent with this policy, Clark state community college has adopted a "zero tolerance" for workplace violence. In other words, acts or threats of physical violence, including intimidation, harassment, and/or coercion between employees in the workplace or job related contacts with persons outside college employment shall not be tolerated and shall be subject to disciplinary action up to and including termination. Those committing any threat or acts of physical violence, who are not college employees, shall be handled through the criminal complaint process.

(B) This policy applies to all employees of Clark state community college, including exempt, non-exempt, faculty, adjunct faculty, substitutes, temporary employees, contract employees, and student workers.

(C) This policy shall be administered as set forth in the associated workplace violence prevention procedures.

(D) The office of human resources shall be assigned the responsibility of developing, implementing, and maintaining the workplace violence prevention policy and procedures.
