

Definitions

Prevention activities are activities that increase awareness and minimize the potential for crisis in the workplace. Training is essential for all staff to learn how to recognize early-warning signs so that appropriate intervention can be provided for identified areas of conflict in the workplace.

Crisis or conflict is any inappropriate or unreasonable disruption that interferes with the normal functioning of the workplace.

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

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 includes off-campus locations, as well as college-sponsored activities where faculty, staff, or student employees are engaged in college business, in locations where incidents occur as a result of the person's relationship to the college community.

Emergencies

Any employee shall immediately report any situation that threatens life or property and demands an immediate response of police, fire, or medical personnel by first dialing 6911 (from a campus phone) or calling College Police at (760)795-6640 to notify law enforcement.

Effective Date: 2/16/10, 4/1/21

References: 49Code of Federal Regulations, Part 40
49Code of Federal Regulation Part 655
Title 8, §203
29Code of Federal Regulation §1910.101 et seq.
Health and Safety Code §104420

California Code of Regulation Title 19, Public Safety Division §2570.2
California Department of Industrial Relations, Division of Safety and
Board Policy/Administrative Procedure 7330 Communicable Disease

CCLC Update: #11, 8/06, #27, 10/15, 28, 4/16

Steering: VPAS /VPHR

Equipment and Sanitation

Should the duties of an employee require the use of equipment to ensure the safety of the employee, the district shall furnish such equipment. Complaints related to health safety, sanitation, and working conditions shall be forwarded to risk and safety manager for review and recommendation.

Crisis and Conflict Intervention

Any employee experiencing an unsafe work condition should immediately contact their supervisor or the risk and safety manager. The supervisor or the risk and safety managers shall immediately notify the college police about any acts or threats of violence. The college police will also notify Human Resources. The employee will be provided consultation regarding resources available to resolve the unsafe work condition.

It is the responsibility of all employees to immediately report threats, acts of violence, a

Security Hazard Reviews and Recommendations

The College Police shall consider reports of security hazards to the security and personal safety of staff, students, volunteers, or members of the public. Recommendations are to be made to the Campus Advisory Committee and the vice president administrative services, as the division vice president responsible for security matters. The Campus Advisory Committee will consider security topics relating to property protection.

Disabled Access Reviews and Recommendations

Although the Campus Advisory Committee is not the initial evaluator of disabled conditions, the ADA coordinator and the coordinator of disabled student s