

Business and Non-Instructional Operations

Workplace Safety

The Board of Education is committed to providing a safe workplace for all employees that is free from violence or threats of violence. The District has an obligation to provide a safe place of employment for its employees.

Security and safety in the workplace is every employee's responsibility. The District prohibits actual or threatened violence by employees against co-workers, students or other persons who are either on District premises or have contact with employees in the course of their duties. The District also seeks to prevent actual or threatened workplace violence before it occurs and reserves the right to deal with behavior that suggests a propensity toward violence, even prior to any actual acts or threats of violence.

When in the judgment of the Superintendent or designee, circumstances warrant or require it, he/she is authorized to seek a restraining order in accordance with law. (Code of Civil Procedure ' ' 527.6 & 527.8)

Nothing in this policy is intended to prohibit speech or activities that are constitutionally protected or otherwise protected by any provision of law.

Legal Reference:

EDUCATION CODE

44276.1 School safety

44276.6 Student violence; preparation standards; duplication of efforts

PENAL CODE

649.9 Stalking

653 m(c) Obscene, threatening or annoying telephone calls

CODE OF CIVIL PROCEDURE

527.6 Injunction prohibiting harassment

527.8 California Workplace Violence Safety Act

ORANGE UNIFIED SCHOOL DISTRICT  
Orange, California

Adopted: (7-96) 2-06