

**SOUTHWESTERN ILLINOIS COLLEGE POLICY ISSUE Violence Prevention**

**DISTRICT 522**

**BOARD POLICY MANUAL**

**POLICY CODE 7018**

**POLICY  
STATEMENT**

**DATE ADOPTED April 2010**

**DATE(S) REVIEWED 3/2010, 11/2010, 2/2012**

**DATE(S) AMENDED 3/2012**

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Southwestern Illinois College does not tolerate acts of violence, bullying or hostility committed by or against employees, students, contractual workers, temporary employment agency workers, volunteers, visitors, or other third parties on College owned, controlled, or leased properties, or while conducting College business at any location, including representing the College at conferences or off-site meetings, or riding in College owned or leased vehicles.

This policy applies to the personal conduct of :

1. Employees while functioning in the course and scope of employment, whether on or off-campus, and to any off-duty violent conduct or bullying that adversely impacts a College employee's ability to perform their assigned duties and responsibilities.
2. Students involved in violations occurring on college property/in facilities will be addressed under the Student Conduct Code. Violations on off-campus property will be addressed also by the Student Conduct Code, if College officials decide that College interests are involved.
3. Student employees under relevant employee policies.

It is intended that all feasible and useful management strategies be employed to identify and prevent incidents of workplace and campus violence and bullying, reduce the effects of violence and bullying on victims, and provide consequences to those who threaten or perpetrate acts of violence or bullying.

The College will use available resources such as personnel from Southwestern Illinois College's Public Safety, Counseling Center, Vice President for Student Development, Human Resources, Student Support Services programs, and relevant local law enforcement and victim advocacy agencies such as the Violence Prevention Center of Southwestern Illinois and Call For Help, Inc., in responding to alleged acts of violence or bullying. College employees, students and/or visitors are encouraged and expected to report indications of potential violent behavior and acts of bullying, and must not be subjected to any acts of retaliation for reporting concerns.

A violation of this policy shall be considered unacceptable conduct and subject to the disciplinary actions under the appropriate employee and student policies, up to and including termination or expulsion, respectively. Individuals who violate this policy also may be subject to arrest for violation of the appropriate state criminal statute, and/or may be barred from campus.