

PERSONNELGENERAL PERSONNEL – Violence in the Workplace

The Regional Office of Education is concerned about the safety and well being of its employees. Accordingly, any employee who threatens, menaces, stalks or commits an act of violence toward any other person will be subject to discipline up to, and including immediate termination.

Any employee who feels that he/she has been threatened, menaced, stalked, or been the victim of violence by a fellow employee may file a complaint with the Regional Superintendent. Employees are encouraged to file such complaints as soon as possible after the occurrence, but no later than 180 days after the incident(s). It may not be possible for the ROE to adequately deal with complaints, which are not filed on a timely basis.

The Regional Superintendent or his/her designee will investigate the complaint. As appropriate, the investigation may include interviewing the employee making the complaint, the employee accused, and any witnesses. As part of the investigation, the Regional Superintendent may notify appropriate legal authorities. To the extent consistent with its duty to investigate and the well being of the ROE's employees, the Regional Superintendent will keep the investigation confidential.

If the Regional Superintendent determines that a violation of this policy has occurred, he/she will recommend immediate, appropriate corrective action. Such action may include reassignment or other discipline, up to and including termination, notifying appropriate legal authorities, and/or taking legal action against the employee found to have violated this policy.