

COLLEGE POLICY

Violence Prevention	
Policy ID:	#4-420
Manual Classification:	Section 4 – Finance and Facilities
Approved by Board of Governors:	June 24, 2015 BoG June24-2015 #2
Effective Date:	July 1, 2015
Next Policy Review Date:	2020
Administrative Contact for Policy Interpretation:	Vice-President Finance and Administration
Linked to an Operating Procedure:	<input checked="" type="checkbox"/> Yes #4-420 OP <i>Violence Prevention</i> <input type="checkbox"/> No

Policy Statement

Fleming College is committed to fostering a safe and welcoming working and learning environment that is free from threatening behaviour and all forms of violence as enshrined in established provincial and federal statutes. These include, but are not limited to, the Occupational Health & Safety Act (OHSA), the Criminal Code of Canada, and the Charter of Rights and Freedoms.

To that end, no person shall engage in violent conduct or make threats, implied or directly, on College property or in connection with College business.

Purpose

This policy is intended to provide information and direction to address issues of threatening behaviour, violence and domestic violence. This policy is designed to work in concert with other College policies including Harassment & Discrimination Prevention Policy, Student Rights & Responsibilities Policy as well as the Sexual Assault and Sexual Violence Policy.

Scope

This policy applies to all members of the College Community including all employees, governors, students, contractors, suppliers of services, individuals who are directly connected to any College initiatives, volunteers and visitors.

This policy and the Administrative Operating Procedure will apply to incidents:

- (a) occurring within or affecting people or property within the physical boundaries of the College;
- (b) occurring on or affecting College owned or controlled property, including student residences;
- (c) occurring with the use of computer and telephone systems, and college and private vehicles being used for college business or for travelling between work and study locations;
- (d) occurring at a College-sponsored event including events sponsored by, any student government, club or service group and other bodies affiliated with the College.
- (e) occurring off campus which are likely to have an impact on the working or learning environment.

This policy shall not apply to incidents occurring off campus which have no or little likelihood of any impact on the working/learning environment at the College. Such incidents should be pursued by individuals through external processes.

Definitions/Acronyms

No policy can provide a full description and definition of behaviours that fall within the meaning of violence or threats. This policy encompasses violence and threatening behaviours based upon the definitions outlined in the OHSA (Bill 168), the Student Rights and Responsibilities Policy, Sexual Assault & Sexual Violence Policy and the Criminal Code of Canada.

Threatening Behaviour means:

Words, acts or gestures directed towards a person that indicate:

1. The recipient will be physically harmed or killed.
2. Someone else will be physically harmed or killed.
3. Personal property will be burned, damaged or destroyed.
4. The pets or animals belonging to any person will be injured or killed.

Violence means:

1. The exercise of direct or indirect physical force by a person against another person that causes or could cause physical injury.
2. An attempt to exercise direct or indirect physical force against another person that could cause physical injury.
3. A statement or behaviour that it is reasonable for a person to interpret as a threat to exercise direct or indirect physical force against a person that could cause physical injury.
4. The carrying, pointing, brandishing or threat to use a weapon. A weapon includes replicas or any other object that is used as a weapon.

Domestic Violence means: Violent, threatening or extremely coercive behaviour; perpetrated by one partner in a current or former intimate relationship on the other. It can consist of a pattern of ongoing behaviour lasting years or one single isolated incident.

The above definition can include verbal or written threats and threats made through electronic media such as text messages, email or other social media including but not limited to Facebook, Twitter, My Space and blogs. Refer to the “Information Technology and Communications Appropriate Use Policy” (Policy #6-601) for additional information.

Sexual Assault and Sexual Violence: definitions related to Sexual Assault and Sexual Violence and the procedures related to responding to such incidents are contained in the Sexual Assault and Sexual Violence Policy available at the following link: <https://department.flemingcollege.ca/sexual-assault/>

General Principles

The College endorses its legal and social responsibility to provide a working and learning environment free from threatening behavior and all forms of violence.

The College recognizes that achieving a threat and violence free employment and educational environment requires institutional support, pro-active educational programming, effective complaints procedures, cooperation from every member of the college community, and informed leadership at every level of the institution.

Management staff, at all levels, have a legal obligation to act expeditiously upon information concerning incidents of threatening behavior and all forms of violence.

The College recognizes its obligation to ensure that this policy and the procedures are fair and applied fairly. Both complainants and respondents are to be treated fairly and given equal opportunity to present their version of events, while preserving the dignity, privacy and self-respect of all persons involved.

The College has a high regard for, and will strive to ensure, confidentiality as a top priority subject to disclosure obligations required by law. The College recognizes that there may be times when immediate disclosure is required in order to prevent or respond to threatening behaviour or a violent incident. In such cases disclosure will be limited to persons that need information in order to prevent or respond to an incident in compliance with Occupational Health and Safety Act.

Related Documents

- Occupational Health and Safety Act of Ontario
- College Policy #3-311, *Harassment and Discrimination Prevention*
- College Policy #3-343, *Sexual Assault and Sexual Violence*
- College Policy #5-506, *Student Rights and Responsibilities*
- College Policy #6-601, *Information Technology & Communications Appropriate Use Policy*
- Residence Community Standards (Student Handbook)
- Academic Collective Agreement
- Support Staff Collective Agreement
- Administrative Operating Procedure #4-420 OP, *Violence Prevention*

Appendices

N/A

Summary of Amendments/Reviews:

Section(s)	Date	Comments
Full policy review	May 2004	Policy #3-336 (Promoting a Peaceful Community) revoked and renamed as #4-420 (Violence Prevention)
Appendix A-D in procedures	April 2009	Reviewed and updated
Regular review	June 2015	Language updates, reflects new format