

<b>Policy Title:</b>	Violence Prevention
<b>Policy ID:</b>	4-420
<b>Manual Classification:</b>	Section 4 – Finance and Facilities
<b>Approved by:</b>	Board of Governors
<b>Revision Date(s):</b>	June 2022
<b>Effective Date</b>	July 1, 2022
<b>Next Policy Review Date:</b>	June 1, 2025
<b>Contacts for Policy Interpretation:</b>	Director, College Safety and Services Chief Building and Facilities Officer

## **1.0 - Policy Overview**

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Fleming College is committed to fostering a safe, 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, 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.

## **2.0 - Purpose**

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The objective of this policy is to supply 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 the Harassment and Discrimination Prevention and Response Policy (Policy #3-311), the Student Rights & Responsibilities Policy (Policy #5-506) and the Sexual Violence Prevention Policy (Policy #3-343).

## **3.0 - Definitions and Acronyms**

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No policy can supply a full description and definition of behaviours that fall within the meaning of violence and/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, the Sexual Violence Prevention Policy, and the Criminal Code.

**College Community:** Any person who studies, teaches, conducts research at or works at or under the auspices of the College and includes without limitation: employees or contractors; appointees (including volunteer board members); students; visitors; and any other person while they are acting on behalf of, or at the request of the College

**Domestic Violence:** Violent, threatening or extremely coercive behaviour; perpetrated by one partner in a current or former intimate relationship with 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. Refer to the "Information Technology & Communications Technology

(ITC) 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 and responding to such incidents are contained in College Policy 3-343 Sexual Violence Prevention Policy

**Threatening Behaviour:**

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

- The recipient will be physically harmed or killed
- Someone else will be physically harmed or killed
- Personal property will be burned, damaged, or destroyed
- The pets or animals belonging to any person will be injured or killed

**Violence:**

The exercise of direct or indirect physical force by a person against another person that causes or could cause physical injury

An attempt to exercise direct or indirect physical force against another person that could cause physical injury

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

## **4.0 Scope**

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

- 4.1** 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
- 4.2** 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.

## **5.0 General Principles**

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- 5.1** The College endorses its legal and social responsibility to supply a working and learning environment free from threatening behaviour and all forms of violence.
- 5.2** 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.
- 5.3** Management staff, at all levels, have a legal obligation to act expeditiously upon information concerning incidents of threatening behaviour and all forms of violence.
- 5.4** 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.
- 5.5** 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 to prevent or respond to threatening behaviour or a violent incident. In such cases disclosure will be limited to people that need information to prevent or respond to an incident in compliance with the Occupational Health and Safety Act.

## **6.0 Related Documents**

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- *Occupational Health and Safety Act* R.S.O. 1990 c.O.1
- College Policy #3-311: Harassment and Discrimination Prevention and Response
- College Policy #3-343: Sexual Violence Prevention
- College Policy #5-506: Student Rights and Responsibilities
- College Policy #6-601: Information Technology & Communications Technology (ITC) Appropriate Use
- Residence Community Standards (Student Handbook)
- Academic Collective Agreement
- Support Staff Collective Agreement
- College Operating Procedure #4-420: Violence Prevention

## **7.0 History of Amendments/Reviews**

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Supersedes Policy #3-336 Promoting a Peaceful Community  
Originally Approved June 2015  
Reviewed and Revised May 2004; April 2009; June 2022