

3.161 THREATS OF VIOLENCE BY STAFF MEMBERS

The Board of Education recognizes that threats of violence and violent acts by staff members present a danger to the safety and welfare of District students, staff, and community and create a disruption of the educational program of the District's schools. Therefore, the Board acknowledges the need for an immediate and effective response to a situation involving such a threat or act.

Definition

“Violent threat” shall mean a threat to commit violence that is communicated with the intent to harm another, to cause evacuation of a building(s), or to cause serious public inconvenience in reckless disregard of the risk of causing such harm or inconvenience.

Violent Threats Prohibited

The Board prohibits any district staff member from communicating violent threats toward a student, another staff member, a Board member, a community member, or any building, property, or facility owned, operated, used, or supervised by the District.

Discipline

The Superintendent or his/her designee may recommend to the Board of Education that disciplinary action be taken with regard to a staff member who violates this policy, including but not limited to, suspension with or without pay or termination. Any disciplinary action shall be consistent with the provisions of Ohio law and/or any applicable collective bargaining agreement. The Superintendent or his/her designee shall also report the violent threat or act to the appropriate law enforcement agency.

Requirements for Returning to Position

If a staff member is suspended for making violent threats, the Board may require, among other things, that the staff member do one or more of the following as a condition of returning to his/her position:

- Present credible evidence that he/she does not pose a risk of harm to others;
- Submit to an evaluation by a District approved psychologist, participate in any counseling or anger management training recommended by the psychologist, and submit a clearance letter from the psychologist stating that he/she does not pose an apparent imminent threat; and/or
- Pay for any damages and/or expenses incurred as a result of the incident.

Reporting

Staff members shall be responsible for promptly informing their principal or supervisor of any information or knowledge relevant to a possible or actual violent threat or act of violence by

another staff member. The principal or supervisor shall immediately inform the Superintendent or his/her designee after receiving a report of such a threat or act. The Superintendent or designee shall react promptly to the information and knowledge concerning a possible or actual violent threat or act.