

VIOLENCE PREVENTION AND RESPONSE POLICY

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A. PURPOSE

Douglas College (the College) is committed to providing a working and learning environment that allows for the full and free participation of all members of the College Community and is free from Violence which includes threats of Violence. This policy articulates the duty of all members of the College Community to refrain from engaging in Violence and establishes procedures for addressing and resolving complaints regarding violations of this policy.

If an incident of Violence does not meet the above criteria, the College may still take steps to mitigate the impact of the incident on the learning or working environment.

In incidents of Violence that involve an Employee of the College, this policy will be applied in accordance with the Workers Compensation Act and applicable WorkSafe BC Regulation.

Limitations of Scope

This policy is designed to complement and not to conflict with the College's collective agreements. If there is any inconsistency between this policy and a collective agreement, the applicable collective agreement provision(s) will prevail to the extent of the inconsistency.

This policy is separate from any criminal or civil proceedings. The College is not responsible for determining violations of criminal or civil law.

Application of Other College Policies

Conduct that violates this policy may also violate other College policies, such as but not limited to the following

- x For bullying and harassment of an Employee, including Students who are also Employees and who experience the bullying and harassing behavior while acting in their capacity as Employees, see also the Bullying and Harassment Prevention and Response policy;
- x For bullying and harassment of a Student who is not also a College Employee, where that bullying and harassment is alleged against other Student(s) who are not College Employees, see also the Student Non-Academic Misconduct policy;
- x For incidents where one or more Student(s) are alleged to have defaced, damaged or destroyed College Property, see the Student Non-Academic Misconduct policy;
- x For violence, violent misconduct or the threat of violence that is Bias or Hate-Motivated, see also the Human Rights policy; and
- x For violence, violent misconduct or the threat of violence that is sexual in nature, see also the Sexual Violence and Misconduct Prevention and Response policy.

DEFINITIONS

Campus Security The security services company duly contracted by Douglas College to provide security services to the College campuses and Properties as assigned.

College Community All College Students, Employees and Board members, and any other person who is contractually obligated to comply with College policy.

College Property: In addition to the College's physical campuses and centres, includes, for the purposes of this policy, technology and technological spaces such as online learning platforms and social media networks—that are relied upon by Students and/or Employees in the completion of their studies and/or work.

C. POLICY STATEMENTS

1. Douglas College is committed to providing a safe working and learning environment that is free from Violence. Violence is prohibited under this policy.
2. All members of the College Community are responsible for creating and sustaining a College environment that is free from Violence. All users of College facilities and visitors to the College, including Students, College Board members, contractors and their employees and agents, guest lecturers, visiting researchers and other third parties as ar5oha v his ers anderits a, t

D. PROCEDURES

For Violence in progress or imminent threats of Violence, call ~~9-1-1~~ and then contact Campus Security.

I. Reporting Alleged Violations of this Policy

FOR INSTANCES OF VIOLENCE OTHER THAN WORKPLACE VIOLENCE

1. Any member of the College Community who has been involved in any incident of Violence that falls within scope of this policy (see Sections B. SCOPE and C. DEFINITIONS), including Domestic Violence, likely to expose a member of the College Community to physical injury while on campus or using College Property, has

