
Zero Tolerance for Threats and Disruptive Behavior

POLICY STATEMENT

This policy applies to all employees, students, and visitors to the College; “visitors” includes independent contractors as well as other third-party non-employees who are conducting business or visiting Yavapai College.

Safety and security is of primary importance at Yavapai College; it is the policy of Yavapai College to promote a safe environment for all of its employees, students, and visitors.

Threats, threatening or abusive behavior, acts of violence, and other disruptive behavior such as harassment, intimidation by anyone against employees, students, visitors, or other individuals who are on College-controlled premises will not be tolerated. Such behavior includes (but is not limited to) verbal or written statements, gestures, or expressions that communicate a direct or indirect threat of harm to another individual.

Employees and students are required to notify the College regarding any threats or harassment that they witness or receive. Even absent a specific threat, all employees and students should report any behavior that they witness and regard as potentially threatening, harassing, violent, or dangerous to the health or safety of another person or themselves, when such behavior occurred on College-controlled premises or at a College-sponsored event. Such behavior should be reported regardless of the relationship between the individual who initiated the threatening behavior and the person(s) being threatened. The College will investigate all such reports and will take action as required, and will protect the confidentiality of any information provided to the extent reasonably possible.

No person shall engage in conduct that may cause interference with or disruption of an educational institution. Interference with or disruption of an educational institution includes any act that might reasonably lead to the evacuation or closure of any property of the educational institution or the postponement, cancellation or suspension of any class or other school activity. For the purposes of this policy, an actual evacuation, closure, postponement, cancellation or suspension is not required for the act to be considered interference or disruption.

A person commits interference with or disruption of an educational institution by doing any of the following:

1. Intentionally, knowingly or recklessly interfering with or disruption of the normal operations of the College by either:
 - a. Threatening to cause physical injury to any employee or student of the College or any person on the property of the College.
 - b. Threatening to cause damage to the College, the property of the College, or the property of any employee or student of the College.
2. Intentionally or knowingly entering or remaining on the property of the College for the purpose of interfering with the lawful use of the property or in any manner as to deny or interfere with the lawful use of the property by others.
3. Intentionally or knowingly refusing to obey a lawful order to leave the property of the College given by College Administration or by a person designated to maintain order.

The above-identified acts need not be directed at a specific individual, the College, or specific property of the College to constitute a violation of this policy.

Restitution for any financial loss caused by a violation of this policy may be required. Furthermore, an individual who interferes with or disrupts an educational institution is subject to misdemeanor or felony charges as provided in A.R.S. 13-2911.

A person may also interfere with or disrupt the College's functions by committing any of the following:

1. Any conduct intended to obstruct, disrupt, or interfere with teaching, research, service, administrative, or disciplinary functions or any activity sponsored or approved by the College District Governing Board.
2. Physical or verbal abuse or threat of harm to any person on property owned or controlled by the College or at functions sponsored by the College.
3. Forceful or unauthorized entry to or occupation of College facilities, including both buildings and grounds.
4. Illicit use, possession, distribution, or sale of tobacco, alcohol, or drugs, other controlled substances, or other illegal contraband on College property or at College-sponsored functions.
5. Use of speech or language that materially and substantially disrupts the work and discipline of the College or invades the rights of others, taking into consideration the time, place and manner of the speech or use of the language.
6. Any action which deprives others of the opportunity (subject to reasonable time, place and manner restrictions) to speak or be heard, invades the privacy of others, damages the property of others, disrupts the regular and essential operation of the College, or interferes with the rights of others.

7. Failure to comply with the lawful directions of College officials or of College Police Officers or other law enforcement officers acting in performance of their duties, and failure to identify oneself to such officials or officers when lawfully directed to do so.
8. Knowingly violating a College policy or procedure. Proof that an alleged violator has a reasonable opportunity to become aware of such rules and regulations shall be sufficient proof that the violation was done knowingly.
9. Any conduct constituting an infraction of any federal, state, or city law, or policy or procedure of the College District Governing Board.
10. Carrying or possessing a weapon on school grounds unless the individual is a peace officer or has obtained specific authorization in accordance with College policies and procedures.

PROCEDURE

Any employee or student of the College who violates the provisions of this policy may be subject to penalties (up to and including dismissal from employment or dis-enrollment as a student) as set forth in College policies regarding disciplinary action. Such individuals may also be cited and prosecuted for any violations of criminal statutes.

Any visitor to the College who is determined to be in violation of these rules shall be instructed to leave the property of the College. Failure to obey the instruction may subject the person to criminal proceedings pursuant to A.R.S. 13-2911 and to any other applicable civil or criminal proceedings. Persons who engage in disorderly conduct of any kind while on Yavapai College campuses or at Yavapai College-sponsored events may be subject to removal and exclusion from the facility.

RELATED INFORMATION

[Yavapai College Student Code of Conduct](#)
[A.R.S. 13-2911](#)

POLICY HISTORY

Formerly Policy 2.4.8, Adopted 2/1/2005
Revised 1/21/2011
Renumbered to Policy 2.26 in 10/2014
