




INTEROFFICE MEMORANDUM

TO: All College Employees  
FROM: Wilfredo Nieves, President   
SUBJECT: **Violence in the Workplace Prevention Policy**

This is to inform all employees that the College has adopted, in full text, and has accepted both the intent and content of the Board of Trustees of Connecticut Community College-Technical Colleges' Policy on Violence Prevention. This is in full compliance with Executive Order 16 instituting a "zero tolerance" Violence in the Workplace Prevention Policy, which is applicable to all state agencies.

Through this notice, all staff are advised that this policy is in effect, and the College asks that each person know and understand the following elements of the Violence Prevention Policy:

- Definition of Violence: *"An overt act or threat of harm to a person or property, or any act that poses a substantial threat to the safety of any person or property."*
- Reporting Incidents: Threats and acts of violence must be reported to a supervisor, manager, or to the Human Resources Office by any person who feels that he/she has been subjected to such threats or acts, or by the person who witnesses such threats or acts. Serious incidents or serious threats of imminent danger to the safety of persons or property should immediately be reported to proper law enforcement authorities and/or to the College's Public Safety Office.
- Policy Enforcement: All incidents of violence will be taken seriously and any individual who makes a substantial threat of violence or commits an act of violence, as defined in this policy, will immediately be removed from the premises. Any weapon or dangerous instrument will be confiscated. There is no reasonable exception of privacy with respect to such items on the College's premises.

If you have any questions regarding this policy, its application, or its enforcement, please do not hesitate to contact the College's Office of Human Resources:

Office of Human Resources  
Capital Community College  
950 Main Street, Room 214  
Hartford, CT 06103 (860) 906- 5007