

Domestic and Workplace Violence Prohibited

Policy Code:

7273

Guilford County Schools prohibits ~~workplace violence and domestic violence~~ that impacts the workplace. The Board of Education seeks to create a safe and supportive work environment in which employees feel ~~comfortable discussing and seeking assistance with issues of workplace and domestic violence~~ safe.

A. DEFINITIONS PROHIBITION ON WORKPLACE VIOLENCE

~~Domestic violence is defined as intentionally causing or attempting to cause bodily injury to, placing in fear of imminent serious bodily injury, or committing other acts prohibited by North Carolina General Statutes Chapter 50B, upon a person or a minor child residing with or in the custody of a person with whom the person committing the act has or has had a personal relationship.~~

~~Personal relationship is defined in North Carolina General Statutes Chapter 50B and includes people who are current or former spouses, are related as parents or grandparents of a minor child, have a child in common, are current or former household members, or are persons who live together or who have lived together or who are in a dating relationship or have been in a dating relationship as defined by Chapter 50B.~~

~~Workplace violence, as is prohibited by this policy. Workplace violence, includes, but is not limited to:~~

- ~~• harassment;~~
- threat(s);
- physical violence; and
- property damage.

~~Harassment is defined as conduct or communication designed or intended to intimidate, threaten, or frighten an employee. Examples of harassment include, but are not limited to, showing up at an employee's workplace with the intent to harass the employee or a pattern of conduct such as repeatedly calling or texting an employee while the employee is at work. As provided in Board Policy 1710/4021/7230, Prohibition Against Discrimination, Harassment, And Bullying, harassment also includes conduct that creates an intimidating, hostile or offensive work environment for an employee.~~

~~Threat is defined as a gesture or an expression of intent, orally, in writing, through social media or other electronic communication, or by any other means, to cause physical or mental harm to an employee.~~

~~Physical violence is defined as attempting to cause or intentionally causing bodily injury to an employee, or engaging in any unwanted or hostile physical contact against an employee, such as hitting, fighting, pushing, or shoving an employee.~~

~~Property damage is defined as any intentional damage to property, including property owned by the Board of Education, employees, visitors, students, vendors, and any other property located on~~

Guilford County Schools' premises.

Workplace violence also includes any other act that places an employee in reasonable fear for the employee's safety in the workplace, [including other violations of board policy. Board Policy 1710/4021/7230, Prohibition Against Discrimination, Harassment, And Bullying, harassment also protects employees from conduct that creates an intimidating, hostile or offensive work environment.](#)

B. REPORTING VIOLENCE

An employee who [experiences or](#) sees an act of physical violence or [who](#) has knowledge of an imminent threat of physical violence on Board of Education property or at school-sponsored events, such as knowledge of an individual with a weapon who seems intent on doing harm, should call 911 and alert the [School Safety and](#) Emergency Management Office immediately. An employee who is a victim of ~~workplace or~~ domestic violence is strongly encouraged to report ~~the violence~~ [violence](#) or threat of violence to ~~his/her~~ [their](#) immediate supervisor and/or the Human Resources Department.

An employee who obtains a civil no-contact or domestic violence order that lists any Board of Education property as a protected area or that could impact the employee in the workplace is strongly encouraged to immediately provide a copy to the employee's supervisor. ~~The Board appreciates the sensitivity of this information, and supervisors will take every reasonable effort to disclose this information only to persons within Guilford County Schools who have a need to know.~~

A supervisor who receives a copy or has knowledge of the content of an employee's civil no-contact or domestic violence order shall immediately notify the Guilford County Schools [School Safety and](#) Emergency Management Office and/or Human Resources Department and provide a copy of the order, if applicable.

[All employees with knowledge of such an order must limit disclosure of this information only to those persons within Guilford County Schools who have a need to know.](#)

C. DISCRIMINATION PROHIBITED

The Board of Education shall not discharge, demote, deny a promotion to, discipline, or otherwise discriminate in the terms, conditions, or benefits of employment against any employee because the employee took reasonable time off from work to obtain, or attempt to obtain, a domestic violence protective order or other relief pursuant to [Chapter 50B of the North Carolina General Statutes](#); to obtain, or attempt to obtain, a civil no-contact order or other relief pursuant to [Chapter 50C of the North Carolina General Statutes](#); or to testify or otherwise appear in a court proceeding as a witness to workplace or domestic violence.

The Board of Education shall not discharge, demote, deny a promotion to, discipline, or otherwise discriminate in the terms, conditions, or benefits of employment against any employee for disclosing ~~their his or her~~ status as a victim of violence, for submitting a grievance pursuant to Board Policy ~~GAE-1750/7220~~ regarding workplace or domestic violence, or for disclosing concerns to the Board of Education regarding workplace or domestic violence.

D. RETALIATION PROHIBITED

The Board of Education shall not retaliate or take any adverse employment action against any employee for submitting a grievance pursuant to Board Policy ~~GAE, Grievances – Employees~~ [1750/7220 Employee Complaints and Grievances](#), regarding workplace or domestic violence; for taking reasonable time off from work for pursuing or attempting to pursue an order or other relief under [Chapter 50B](#) or [Chapter 50C](#) or for testifying or otherwise appearing in a court proceeding as a witness to workplace or domestic violence; for disclosing ~~his/her~~ [their](#) status as a victim of violence; or for reporting actions of violence perpetrated against an employee that occur in or have an impact on the workplace.

E. DISCIPLINARY ACTION FOR ENGAGING IN WORKPLACE VIOLENCE

Employees who engage in workplace violence, as defined in this policy, will be subject to disciplinary action. The conduct prohibited by this policy is also governed by Board Policy [1710/4021/7230](#), Prohibition Against Discrimination, Harassment, And Bullying.

~~**F. TRAINING AND EDUCATIONAL PROGRAMS ON WORKPLACE AND DOMESTIC VIOLENCE**
The Superintendent will offer staff training about workplace violence and domestic violence that impacts the workplace and on the provisions of this policy, and will offer supervisors training on handling disclosures from employees of workplace violence or of domestic violence that impacts the workplace.~~

F. EMPLOYEE RESOURCES ON WORKPLACE AND DOMESTIC VIOLENCE

The Superintendent shall make available resources for the reporting of workplace or domestic violence for all employees.

Legal References: Title IX of the Education Amendments Act of 1972, [20 U.S.C. 1681 et seq.](#), [34 C.F.R. pt. 106](#); *Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998); *Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999); *Enforcement Guidance on Harassment in the Workplace*, U.S. Equal Employment Opportunity Commission (April 2024), available at https://www.eeoc.gov/laws/guidance/enforcement-guidance-harassment-workplace?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=, [G.S. 115C-335.5](#)

Cross References: [School Safety \(policy 1510/4200/7270\)](#); [Prohibition Against Discrimination, Harassment, and Bullying \(policy 1710/4021/7230\)](#); [Employee Complaints and Grievances \(policy 1750/7220\)](#)

Adopted: February 11, 2020

Revised: [\[date\]](#)