

3354:1-20-10 Policy on Zero Tolerance for Violence on College Property

(A) Zero Tolerance

- (1) Cuyahoga Community College (the “College”) is committed to creating and maintaining a working and learning environment, which is free from violence. Understanding and mutual respect toward all individuals are essential elements to excellence in teaching and learning, to the existence of a safe and healthy workplace, and to the maintenance of a healthy campus culture which serves the needs of the community. **The College prohibits violent acts or threats of violence.**
- (2) Any employee, student or visitor who commits a violent act, or threatens to commit a violent act, is subject to disciplinary action and or civil or criminal prosecution, as appropriate.
- (3) The College has zero tolerance for violence against or by any member of the College’s workforce or any other persons on College property. Any person who makes threats, exhibits threatening behavior, or engages in violent acts on College property shall be subject to immediate removal from the premises.
- (4) For the purpose of this policy, violence and threats of violence include but are not limited to:
 - a. any act that harms or endangers the safety of oneself or another, or
 - b. any physical or verbal threat, behavior, or action which is interpreted by a reasonable person to carry the potential:
 - i. to harm or endanger the safety of others;
 - ii. to result in an act of aggression;
 - iii. the intentional damage/destruction or threat of damage/destruction of property owned, operated, or controlled by the College;
 - iv. making harassing or threatening telephone calls, or sending harassing or threatening letters or other forms of written or electronic communications; intimidating or attempting to coerce another to do

wrongful acts, as defined by applicable, law, administrative rule, or policy that would affect the business interests of the College;

- v. the willful, malicious and repeated following of another person, also known as “stalking,” and making of a credible threat with intent to place the other person in reasonable fear for his or her safety;
- vi. making a suggestion or otherwise conveying that an act to injure persons or property is “appropriate,” without regard to the location where such suggestion occurs;
- vii. possession of a weapon while on College property (unless specifically approved as a job-related requirement or in designated parking areas in accordance with the concealed carry weapons law of the state of Ohio as set forth in Ohio Revised Code 2923); or
- viii. committing acts of violence motivated by, or related to, race, age, color, national origin, religion, sex, disability, marital status, sexual harassment or domestic violence. Violence can include more than inflicting physical harm to others or self. Violent behavior also consists of threats and acts of aggression. Some examples of threats are remarks of revenge and abusive and obscene statements. Acts of aggression are abusive behavior, such as stalking, pounding of fists, stomping, swiping at objects, and tampering with property, in an attempt to intimidate, inflict harm or destroy property.

(B) The President or his/her designee is hereby directed to take all steps necessary and appropriate for the effective implementation of this policy.

Effective Date: June 4, 2025

Prior Effective Date: March 24, 2017; October 29, 2015