



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

**POLICY: Workplace Violence
Number: 5.5.8**

Responsibility: Human Resources
Last Updated: February 15, 2024
State Policy/Law: SBTCE Policy 8-5-102 Workplace Violence

Commission Chair

President

DISCLAIMER: PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

It is the policy of the State Board for Technical and Comprehensive Education to have zero tolerance regarding acts or threats of violence in the workplace. Any acts of violence which include, but are not limited to, physical assaults, threats, harassment, and property damage committed by System Office/College employees, students, vendors, or members of the public on System Office/College grounds will be promptly investigated, and appropriate disciplinary measures will be taken, up to and including dismissal from employment, student expulsion and/or arrest and prosecution. The State Board for Technical & Comprehensive Education expects all employees to interact in ways that promote cooperation and mutual respect. The System Office/College may develop specific guidelines to address workplace violence issues at their respective institutions.