Employee Security

The Governing Board desires to provide a safe, orderly working environment for all employees. As part of the district's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for assisting them in the event of an emergency situation.

(cf. 3515 - School Safety and Security)

(cf. 5131.4 - Campus Disturbances)

The Superintendent or designee shall ensure that employees are informed, in accordance with law, regarding crimes and offenses.

When violence is directed against an employee by any individual and the employee so notifies the district, the district shall take steps to ensure that appropriate legal measures are instituted. When the employee notifies the district of a threat of bodily harm, the district shall take appropriate measures to enable the employee to request assistance if an attempt occurs on school grounds.

The Superintendent or designee shall ensure that employees are trained in crisis prevention and intervention techniques in order to protect themselves and students. Staff development may include training in classroom management, effective communication techniques and crisis resolution.

The Board recognizes that access to two-way communications devices allows employees to call for assistance from their supervisor or law enforcement in the event of a threat of violence or medical emergency. The district shall provide such communications devices in classrooms to the extent possible.

Legal Reference:

EDUCATION CODE

32210-32212 Willful disturbance, public schools or meetings

32225-32226 Communication devices

35204 Contract with attorney in private practice or use of administrative advisor

35205 Contract for legal services

35208 Liability insurance

35213 Reimbursement for loss, destruction or damage of school property

44014 Report of assault by student against school employee

44807 Duty concerning conduct of students
Grounds for suspension or expulsion

Notification of law enforcement authorities if student violates assault or controlled substance provision

Parental liability

Injury or damage to person or property of school district employee; request for legal action

Notification to teacher; student who has engaged in acts constituting grounds for suspension or expulsion

Definition of injurious object

Removal of injurious object from possession of student by designated employee

GOVERNMENT CODE

Defense of public employees

Scope of representation

PENAL CODE

Threatening public officers and employees and school officials

Definition of assault

Assault on school or park property against any person

Assault against school bus drivers

Assault on school employee includes board member

Definition of battery

Battery; definition of "injury" and "serious bodily injury"

Battery on school or park property against any person

Battery against school bus drivers

Battery against school employee includes board member

Battery against school employee includes board member

Assault with deadly weapon; school employee includes board member

Trespass by person making credible threat
626.9 Gun-Free School Zone Act of 1995
626.10 Exceptions to bringing weapons on school grounds
646.9 Stalking
12403.7 Weapons approved for self defense

CIVIL CODE
51.7 Freedom from violence or intimidation

CODE OF CIVIL PROCEDURE
527.8 Workplace violence safety act

WELFARE AND INSTITUTIONS CODE
827 Juvenile court proceedings; reports; confidentiality
828.1 District police or security department, disclosure of juvenile records

Policy FRESNO UNIFIED SCHOOL DISTRICT

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