



VIOLENT OR THREATENING BEHAVIOUR POLICY

Policy Area:	Board		
Policy Number:	VTBPL_2505R_BG/VPC		
Policy Sponsor:	CFO & Vice President, Corporate Services		
Policy Contact:	Director, Ancillary and Business Services		
Applies to:	Board Members, Employees, Students and all members of the College Community		
Authority:	<i>College and Institute Act</i> <i>Workers Compensation Act: Occupational Health and Safety Regulation</i>		
Approval Authority:	Board of Governors		
Approval Date:	May 21, 2025		
Effective Date:	June 1, 2025		
Replaces or New:	Violent and Threatening Behaviour (E.2.2) (2005)		
Last reviewed:	March 2025	Scheduled review date:	March 2029

Procedures: *Procedures for Responding to Violent or Threatening Behaviour*

1. Policy Statement

Okanagan College (OC) is committed to ensuring a safe environment for all and will take all reasonable steps to ensure individuals at Okanagan College and on College Property are safe from acts of Violent or Threatening Behaviour.

2. Scope and Application

2.1 This policy applies to:

- a) All members of the College Community;
- b) Any Violent or Threatening Behaviour directed at a member of the College Community with or without Threat to personal safety;
- c) Any Violent or Threatening Behaviour with the potential to impact or damage College Property;
- d) Threats originating at the College or issued through computing or communication resources and directed at and/or committed by a member of the College Community.

3. Definitions

College Community	Means Students, Employees, members of the OC Board of Governors, contractors, volunteers and visitors.
College Property	Means all real or personal property including but not limited to campuses, facilities, land, buildings, parking lots, equipment, vehicles and other assets, whether owned or leased or used by the College and wherever located.
Behaviours of Concern	Means an individual's behaviours, communications, or a pattern of activity which alert a member of the College Community to the possibility of a concern. These behaviours may include, without limitation: <ul style="list-style-type: none">a) Individual is deliberately injuring themselves or others or damaging property;b) Individual is in a condition such that it is reasonable to believe they are incapable of taking the necessary measures to ensure their own basic care or safety or to be mindful of the safety of others;c) Individual is refusing or failing to appropriately manage their health condition[s];d) Individual's conduct is disorderly, lewd, or indecent; ande) Individual is demonstrating a consistent pattern of behaviours of concern that are disruptive to others or the educational process, even if not threatening.
Employee	Means any person employed by (or on contract with) the College.
Personal Information	Means any information about an identifiable individual as defined by the Freedom of Information and Protection of Privacy Act.
Student	Means any person enrolled as a Student at Okanagan College.
Threat Assessment	Means a confidential analytical process to determine the nature of a threat and risk of violence posed by an individual, and the steps to be taken to mitigate that risk.
Threat Assessment Team (TAT)	Means a multidisciplinary team established to identify, assess, manage, and prevent threats to the College Community and College Property.
Threats	Means any statement or action, whether made in person or through any form, by an individual or group that may cause a reasonable person to believe the statement or action may result in harm to themselves or others.
Threatening Behaviour	Means behaviour that consists of or involves: <ul style="list-style-type: none">a) violence or threats against, or intimidation of, a person; orb) coercion or control of the person against whom the behaviour is directed.
Violent Behaviour	Means the intentional use of physical or verbal force, threatened or actual, to cause or intend to cause, injury or damage to a person or asset.

4. Principles

- 4.1 Violent or Threatening Behavior is strictly prohibited.
- 4.2 All members of the College Community are responsible for ensuring the College's working and learning environment are safe from acts of Violent or Threatening Behaviour.
- 4.3 The procedures for reviewing and managing the investigation of reported incidents made under this Policy are set out in the related *Procedures for Responding to Violent or Threatening Behaviour*.
- 4.4 All matters arising under this policy and the related procedures will be dealt with in a supportive, fair, unbiased and timely manner.

5. Duties and Responsibilities

- 5.1 The CFO & Vice President, Corporate Services has oversight of this Policy. This includes incident consultation as required and receipt of an annual report of incidents addressed under this Policy.
- 5.2 The Manager, Security and Emergency Management is responsible for implementing, monitoring, and conducting a continuous review of emergency response procedures to reports of Violent or Threatening Behaviour.
- 5.3 The Manager, Security and Emergency Management participates in the Threat Assessment Team and will report annually to the CFO & Vice President, Corporate Services on all incidents and activities addressed under this policy.
- 5.4 The Manager, Risk and Safety Services is responsible for the administration of the College's Violence Prevention Program.
- 5.5 The Associate Vice President, People Services is responsible for conducting any further investigation that may be required where an Employee is involved.
- 5.6 The Dean, Students is responsible for conducting any further investigation that may be required where a Student is involved.
- 5.7 Primary responsibility for investigating reported incidents of Violent or Threatening Behaviour resides with the Threat Assessment Team (TAT). The Threat Assessment Team will assess and address at-risk behaviours, or threats, or Behaviours of Concern that could lead to violence or harm to College Property.

6. Privacy and Confidentiality

- 6.1 Personal Information, whether oral or written, which is collected, received, or compiled from a complaint and through the course of an investigation and resolution process will be treated as confidential by the College.
- 6.2 All individuals involved in the complaint resolution and investigation process must keep confidential all information received about the complaint, except as expressly set out in this Policy, or as required by law.
- 6.3 The College and Employees shall make reasonable efforts to ensure the accuracy of the personal information that they collect and use under this Policy or its Procedures.
- 6.4 Where reasonable and necessary, the Manager, Security and Emergency Management or investigator may disclose such information to the appropriate individuals in order to:

- a) Protect health and safety;
- b) Ensure a full and fair investigation into the complaint;
- c) Implement corrective measures;
- d) Obtain legal advice;
- e) Inform law enforcement of reasonably suspected criminal activity or serious risk of bodily harm to an individual.

6.5 Any collection or disclosures of Personal Information under this Policy will be in accordance with privacy legislation.

7. Related Acts and Regulations

BC Human Rights Code

Freedom of Information and Protection of Privacy Act, RSBC 1996, c.165

Violence in the Workplace, section 4.27: Occupational Health and Safety Regulation

8. Supporting References, Policies, Procedures and Forms

References:

Okanagan College Faculty Association Collective Agreement

BCGEU Collective Agreement

Terms and Conditions of Employment for Exempt & Excluded Employees

Policies and Procedures:

Code of Ethical Practices Policy

Health and Safety Policy

Involuntary Withdrawal and Re-admission Policy

Employee Discrimination, Bullying and Harassment Policy

Procedure for Employee Complaints of Discrimination, Bullying and Harassment

Protection of Privacy Policy

Sexual Violence and Misconduct Policy

Student Non-Academic Misconduct Policy

Student Complaint Policy (Concerning Employee Conduct)

Student Well-Being Support Policy

History / Revisions

Date	Action
------	--------

2025-05-21	Revision for approval by Board of Governors: <i>Violent and Threatening Behaviour Policy (VTBPL_2505R_BG/VPC)</i>
------------	--

2005-06-28	Approved by Board of Governors: <i>Violent and Threatening Behaviour Policy (E.2.2)</i> <i>Supersedes OUC Harassment & Discrimination Policy, March 1, 2004</i>
------------	---