

All Personnel

BP 4158(a)

4258

EMPLOYEE SECURITY

4358

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. 0450 - Comprehensive Safety Plan)

(cf. 5131.4 - Campus Disturbances)

The Superintendent or designee shall ensure that employees are informed, in accordance with law, regarding crimes and offenses by students who may pose a danger in the classroom.

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.

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

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.

(cf. 5141 - Health Care and Emergencies)

Legal Reference: (see next page)

EMPLOYEE SECURITY (continued)**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 pupil against school employee
 44807 Duty concerning conduct of students
 48900 Grounds for suspension or expulsion
 48902 Notification of law enforcement authorities if student violates assault or controlled substance provision
 48904 Parental liability
 48905 Injury or damage to person or property of school district employee; request for legal action
 49079 Notification to teacher; student who has engaged in acts constituting grounds for suspension or expulsion
 49330 Definition of injurious object
 49331 Removal of injurious object from possession of pupil by designated employee

GOVERNMENT CODE

995-996.4 Defense of public employees
 3543.2 Scope of representation

PENAL CODE

71 Threatening public officers and employees and school officials
 240 Definition of assault
 241.2 Assault on school or park property against any person
 241.3 Assault against school bus drivers
 241.6 Assault on school employee includes board member
 242 Definition of battery
 243 Battery; definition of "injury" and "serious bodily injury"
 243.2 Battery on school or park property against any person
 243.3 Battery against school bus drivers
 243.6 Battery against school employee includes board member
 245.5 Assault with deadly weapon; school employee includes board member
 601 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

adopted: November 4, 1997

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, California