

**Cochise College  
District Board Policy**

**Category: All Employee Groups**

**Policy Number: 613**

**Title: Threats of Violence**

Cochise College is committed to maintaining a safe and secure working and learning environment for its employees and students. Any employee or student who makes substantial threats, exhibits threatening behavior, engages in violent acts against other employees, students, or other individuals on College property may be removed and remain off premises pending the outcome of an investigation.

Following such investigation, the College will initiate an appropriate response. This response may include, but is not limited to, formal disciplinary action, reassignment of job duties, termination of employment, expulsion, and/or criminal prosecution of the person or persons involved.