

# Policy: Disruptive, Hostile or Violent Behavior at NIC Sites

**Impact:** Employees

**Responsibility:** Human Resources

**Effective Date:** 08/25/99

**Last Update:**

**Relates to Procedure:** 3.03.05

**Legal Citation(s):**

---

## I. Policy Narrative:

All employees and students of NIC have the right to learn, study, and work in an environment free from disruptive, hostile, or violent behavior. Therefore, disruptive, hostile, or violent behavior will not be tolerated in NIC classrooms, in instructional environments, on NIC controlled sites, or during NIC sponsored activities. Disruptive, hostile, or violent behavior is a form of serious misconduct that undermines the mission of NIC and threatens, in both obvious and subtle ways, the education of students, the welfare of NIC students and employees, and the integrity of the campus community as a whole. Such behavior may result in disciplinary action up to and including expulsion and/or dismissal.

In addition to the corrective and/or disciplinary action described herein, disruptive, hostile, or violent behavior that violates local, federal, and/or state law may be prosecuted as such by the appropriate law enforcement agencies.

This policy is not intended to interfere with the rights of any student or employee to pursue criminal or civil remedies against the perpetrator.

### Prohibited Behavior Defined

Disruptive, hostile, or violent behavior includes but is not limited to behavior that is intended to and/or has the effect of threatening, intimidating, and/or harassing NIC employees, students, and/or visitors, or otherwise detracting attention from instructional or other college activities.

### Coverage

NIC's prohibition against disruptive, hostile, or violent behavior applies to all NIC employees, NIC students, and visitors to the NIC campus. The prohibition against disruptive, hostile, or violent behavior applies to conduct which occurs in NIC classrooms, in instructional environments, on NIC controlled sites, or during NIC sponsored activities.