

California-Nevada JATC - Weapons/Anti-Violence Policy

The California-Nevada JATC (“JATC”) has adopted a Zero Tolerance Policy against workplace violence. Consistent with this policy, acts or threats of physical violence, including intimidation, harassment, and/or coercion, which involve or affect the JATC that occur on JATC property or on JATC assigned jobsites will not be tolerated.

Acts or threats of violence include, but not limited to, conduct which is sufficiently severe, offensive, or intimidating to alter the educational or employment conditions at the JATC or that create a hostile, abusive, or intimidating educational or work environment for one or several JATC employees or apprentices. Examples of workplace violence include, but are not limited to, the following:

- All threats or acts of violence occurring on the JATC premises, regardless of the relationship between the JATC and the parties involved in the incident.
- All threats or acts of violence occurring off the JATC premises involving someone who is acting in the capacity of a representative of the JATC.
- All threats or acts of violence occurring off the JATC premises involving an employee or apprentice of the JATC if the threats or acts affect the legitimate interests of the JATC.
- Any acts or threats resulting in the conviction of an employee, apprentice or agent of the JATC, or of an individual performing services for the JATC on a contract or temporary basis, under any criminal code provision relating to violence or threats of violence which adversely affect the legitimate interests and goals of the JATC.

Specific examples of conduct which may be considered threats or acts of violence include, but are not limited to, the following:

- Hitting or shoving an individual.
- Threatening an individual or his/her family, friends, associates, or property with harm.
- The intentional destruction or threat of destruction of JATC property.
- Harassing or threatening phone calls.
- Harassing surveillance or stalking.
- The suggestion or intimation that violence is appropriate.
- Possession of firearms or weapons on JATC property or at any job assigned through the JATC. This includes, but is not limited to, having firearms or other weapons in an individual’s vehicle, trailer RV, etc. while on JATC property or such job.

The JATC's prohibition against threats and acts of violence applies to all persons involved in the JATC's operations, including, but not limited to, JATC personnel, independent contractors, apprentices, temporary workers and anyone else on JATC property. Violations of this policy by any individual on JATC property or any job assigned through the JATC, by any individual acting as a representative of the JATC while off JATC property, or by any individual acting off of JATC property when his/her actions affect the JATC 's business interests will lead to disciplinary action (up to and including termination) and/or legal action as appropriate.

Every employee and every person on JATC property is required to report incidents of threats or acts of physical violence or any other violation of this policy of which he/she is aware of. The report should be made to the Human Resources Department, the reporting individual's immediate supervisor, or another supervisory employee if the immediate supervisor is not available. Nothing in this policy alters any other reporting obligation established in JATC policies or in state, federal, or other applicable law.