

ZERO TOLERANCE POLICY

CTC IS A DRUG FREE, ALCOHOL FREE, WEAPON FREE ZONE



As part of a “zero tolerance policy,” CTCD will take appropriate disciplinary action for every weapon, threat, incident of hazing, stalking, harassment or discrimination, sexual misconduct, and/or violent act that is reasonably substantiated through investigation. A zero tolerance policy is one which requires an appropriate penalty be imposed based on the individual circumstances. It is, as it states, intolerant of the prohibited behavior. CTCD may also take disciplinary action for certain violations reported off campus to the extent these violations may have an impact on the campus. This includes, but is not limited to violations that pose an ongoing danger to students or may cause harm to the campus community, including violent crimes, hate crimes, disturbing or threatening actions, and illegal conduct.

INAPPROPRIATE BEHAVIORS INCLUDE, but not limited to:

- Verbal, written, or acts of harassment/discrimination to include sexual harassment/discrimination, stalking, and bullying;
- acts or actions which can be interpreted as physical assault;
- hazing or dangerous initiations;
- threats or actions to harm someone or endanger the safety of others;
- behaviors or actions interpreted by a reasonable person as having potential for violence and/or acts of aggression;
- threats to destroy or the actual destruction of property;
- possession of a firearm, knife or any dangerous weapon, drugs and/or alcohol (to include being under the influence of prohibited drugs or alcohol).

REPORTING

As a college community, it is our collective responsibility to report all threatening statements and actions immediately. To fulfill this policy, the Central Texas College District will work to prevent violence from occurring and will ensure that federal and state laws, as well as college policies prohibiting threats and violence, are enforced. All threatening comments and behavior will be taken seriously and investigated.

The Threat Assessment Team is available to assist in determining the proper College response for each such incident. Therefore, if you experience a threatening situation or know of any instance involving threats of physical violence toward any CTCD student, employee, or guest from inside or outside the College community; report it immediately to the CTCD Police Department (254-526-1427).

VIOLATION

Violators will be subject to appropriate discipline up to and including termination, expulsion, and arrest. To report student behavior, contact the Director of Student Life & Activities at (254) 526-1259. To report employee or faculty behaviors, contact the Human Resources EEO Coordinator, (254) 526-1391. In any circumstance you may always call CTCD Campus Police (254) 526-1427.