



Ohio Administrative Code

Rule 3358:5-13-12 Workplace violence prevention policy.

Effective: [April 28, 2026](#)

- (A) Clark state college is committed to maintaining a safe and respectful working environment for all employees. To support this commitment, the college enforces a “zero tolerance” policy toward workplace violence. This includes acts or threats of physical violence, such as intimidation, harassment or coercion - regardless of physical location. These behaviors are prohibited whether they occur between employees in person, remotely or in any context connected to work-related interactions, including those involving individuals outside the college. Such conduct will result in corrective action, up to and including termination of employment. Incidents involving non-employees will be addressed through appropriate legal channels, including the criminal complaint process.
- (B) This policy applies to all employees of Clark state college.
- (C) This policy shall be administered as set forth in the associated workplace violence prevention procedures.
- (D) Human resources is assigned the responsibility of developing, implementing, and maintaining the workplace violence prevention policy and procedures.