

<p>3. Delegation of Responsibility</p>	<ol style="list-style-type: none">1. Engaging in or threatening acts of workplace violence, including but not limited to:<ol style="list-style-type: none">A. Possessing firearms or other weapons on district property which is a violation of state law, Pennsylvania Crimes Code §912, Possession of Weapon on School Property;B. Fighting or assaulting a coworker, student or visitor;C. Threatening or intimidating a coworker, student or visitor.2. Using abusive language;3. Playing dangerous/inappropriate pranks or engaging in dangerous horseplay; and4. Stealing, destroying, defacing or misusing district property or another employee's property. <p>Any threat of violence in the workplace needs to be reported to the employee's supervisor immediately to ensure proper safeguards will be applied. All allegations brought to the district's attention will be investigated and appropriate action will be taken, subject to limitations of the School Code, other applicable state or federal laws and Collective Bargaining Agreements.</p> <p>Retaliation taken against individuals who bring violations of this policy to the district's attention, or individuals who assist in investigating such allegations, is strictly prohibited.</p> <p>If the investigation concludes that the allegations were contrived or brought forth in bad faith, then the superintendent may recommend or impose appropriate discipline up to and including dismissal on the complainant, subject to any limitations of law and applicable Collective Bargaining Agreements. In addition, if the district finds that the accused retaliated against the complainant(s) in any way because of the complaint, then the superintendent may recommend or impose appropriate discipline, up to and including dismissal on the accused, subject to limitations of the School Code, other applicable state or federal laws and Collective Bargaining Agreements.</p>
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