

**EL DORADO UNION HIGH SCHOOL DISTRICT  
BOARD POLICY**

**All Personnel**

**EMPLOYEE SECURITY  
BP 4158 / 4258 / 4358**

The Governing Board desires to provide a safe and orderly working environment for all employees. As part of the district's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing them with necessary assistance and support when emergency situations occur.

*(cf. 0450 - Comprehensive Safety Plan)  
(cf. 3515 - Campus Security)  
(cf. 5131.4 - Student Disturbances)*

*Note: Code of Civil Procedure 527.8 provides that employers may seek temporary restraining orders and injunctions on behalf of an employee against individuals who pose a credible threat of violence to the safety of an employee in the workplace. Penal Code 601 makes it illegal for someone who has made such a threat to enter the threatened person's workplace within 30 days of the threat, seeking to locate that person without lawful purpose and execute the threat.*

Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately.

*(cf. 3320 - Claims and Actions Against the District)  
(cf. 3515.4 - Recovery for Property Loss or Damage)*

The Superintendent or designee shall also ensure that employees are informed, in accordance with law, regarding crimes and offenses by students who may pose a danger in the classroom.

**Legal Reference:**

*EDUCATION CODE*

- 32210-32212 Willful disturbance, public schools, or meetings*
- 32225-32226 Communication devices*
- 35208 Liability insurance*
- 35213 Reimbursement for loss, destruction, or damage of school property*
- 44014 Report of assault by pupil against school employee*
- 44807 Duty concerning conduct of students*
- 48201 Transfer of student records*
- 48900-48926 Grounds for suspension or expulsion*
- 49079 Notification to teacher, student who has engaged in acts constituting grounds for suspension or expulsion*
- 49330-49335 Injurious object*

*CIVIL CODE*

- 51.7 Freedom from violence or intimidation*

*CODE OF CIVIL PROCEDURE*

*527.8 Workplace violence safety act*

*GOVERNMENT CODE*

*995-996.4 Defense of public employees*

*3543.2 Scope of representation*

*PENAL CODE*

*71 Threatening public officers and employees and school officials*

*240-246.3 Assault and battery, including:*

*241.2 Assault on school or park property against any person*

*241.3 Assault against school bus drivers*

*241.6 Assault on school employee includes board member*

*243.3 Battery against school bus drivers*

*243.6 Battery against school employee includes board member*

*245.5 Assault with deadly weapon, school employee includes board member*

*290 Registration of sex offenders*

*601 Trespass by person making credible threat*

*626-626.11 School crimes*

*646.9 Stalking*

*12403.7 Weapons approved for self defense*

*WELFARE AND INSTITUTIONS CODE*

*827 Juvenile court proceedings, reports, confidentiality*

*828.1 District police or security department, disclosure of juvenile records*

*COURT DECISIONS*

*City of San Jose v. William Garbett, (2010) 190 Cal.App. 4th 526*

**Management Resources:**

*CDE CORRESPONDENCE*

*0401.01 Protecting Student Identification in Reporting Injurious Objects*

*WEB SITES*

*CSBA: <http://www.csba.org>*

*CDE, Safe Schools and Violence Prevention Office: <http://www.cde.ca.gov/ls/ss>*