

# **EGSC Employee Handbook**

## **Employee Relations**

### **Disruptive Behavior Policy**

**Adopted by President's Cabinet 5/22/18**

Any student or employee, acting individually or in concert with others, who clearly obstructs or disrupts or attempts to obstruct or disrupt any teaching, research, administrative, disciplinary, public service or other activity at EGSC or any properties owned or controlled by EGSC is considered to have committed an act of gross irresponsibility and shall be subject to disciplinary procedures, possibly resulting in academic dismissal or termination of employment.

Protests, demonstrations and events will not be interrupted unless the following conditions exist:

- Interference with normal college operations;
- Obstruction of access to college offices, buildings, or other facilities;
- Threat of physical harm to persons; and/or
- Damage to college equipment or property.

Immediate response to disruptive behavior will be as noted in the EGSC Emergency Response Procedures Flipchart: <http://www.ega.edu/police/emergency-response>