



STATE OF HAWAII
DEPARTMENT OF EDUCATION
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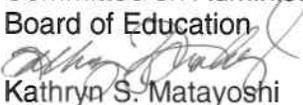
OFFICE OF THE SUPERINTENDENT

February 14, 2011

BOARD OF EDUCATION

TO: The Honorable John Penebacker, Chairperson
Committee on Administrative Services
Board of Education

'11 FEB -3 P1:08

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: Board of Education Policy No. 1110-7 ("Safe Workplace")

1. RECOMMENDATION

It is recommended that the Board of Education ("Board") amend its safe workplace policy to prohibit the possession of firearms by adults on school campuses or Department of Education ("Department") workplaces.

2. RECOMMENDED EFFECTIVE DATE

Upon approval.

3. RECOMMENDED COMPLIANCE DATE (if different from the effective date)

Not applicable.

4. DISCUSSION

a. Conditions leading to the recommendation

The possession of firearms on campus by students is prohibited by Chapter 19, Hawaii Administrative Rules, but there is no prohibition on the possession of firearms by adults. Adults may apply for and receive a license to carry concealed firearms in Hawaii. The possession of a firearm in a DOE workplace is not consistent with the concept of a safe workplace.

b. Previous action of the Board on the same or similar matter

None.

c. Other policies affected

None.

d. Arguments in support of the recommendation

The proposed amendment is supportive of workplace safety.

e. Arguments against the recommendation

None.

f. Findings and conclusions of the Board committee

To be determined.

g. Other agencies or departments of the State of Hawaii involved in the action

None.

h. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendations

Support is anticipated.

i. Educational implication

If adults feel safe on campus, students should benefit as well.

j. Personnel implications

None.

k. Facilities implications

None.

l. Financial implications

If the proposed amendments are adopted and deter a firearms-related incident at a Department worksite, financial loss to the Department from lost time at work, workers compensation claims, and claims for personal injury, wrongful death, and property loss will have been averted.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

KSM:RGM:ck

c: The Honorable Garrett Toguchi, Chairperson, BOE
Office of School Facilities and Support Services

Title: Safe Workplace

Series : 1100 SERIES-DEPARTMENT OF EDUCATION

Policy #: 1110-7

1110-7

SAFE WORKPLACE POLICY

The Department of Education is responsible for providing a safe and harmonious workplace. All employees are responsible for maintaining a safe and harmonious work environment. Workplace violence will not be tolerated under any circumstances and may result in disciplinary action, up to and including termination. Employees shall report all suspected or potential incidents of workplace violence to their supervisors. Supervisors shall process all reported or observed incidents in accordance with any applicable statute, policy, rule, regulation, program requirement, or contract agreement.

Workplace violence includes but is not limited to acts involving physical attack, property damage, as well as verbal statements that a reasonable person would perceive as expressing or suggesting intent to cause physical or mental harm to another person. Examples of violent behaviors include but are not limited to hitting, pushing, or shoving; throwing or breaking of an object; shouting or yelling, threatening gestures or remarks; disruptive or hostile actions; abusive or belligerent language; sabotage of equipment; repetitive unwanted phone calls, notes, e-mails; or other similar acts.

For the protection of both employees and students, no firearms are permitted on any school campus or Department of Education workplace except for those carried by law enforcement officers while on duty.

Approved: 1/8/98

Amended: 8/2/07, xx/xx/10