

MEDFORD AREA PUBLIC SCHOOL DISTRICT

DATE ADOPTED: June 20, 2013      FILE SECTOR: PERSONNEL  
DATE REVISED: September 19, 2013      POLICY TITLE: USE OF OLEORESIN  
CAPSICUM

It is the policy of the Medford Area Public School District to use effective measures to prevent the compromise of employee safety. Oleoresin capsicum aerosol or pepper spray is a defensive tactic system that is approved by the State of Wisconsin for civilian personal protection.

Oleoresin capsicum aerosol (OC) is an inflammatory agent that swells the mucus membranes of the facial area. It is a less than lethal force option that increases employee's chances of neutralizing aggressive situations before they escalate. Its appropriate use can decrease the risk of injuries to employees and aggressive suspects. OC is not a replacement for verbal de-escalation or escape whenever appropriate.

**Use of Oleoresin Capsicum**

The following are situations that warrant the use of OC spray:

1. When the employee reasonably believes, considering all the information available to him/her at the time, that an attempt to escape or verbally de-escalate would be ineffective or would reasonably subject yourself or others to great bodily harm or death.
2. To prevent the attack by an animal against the employee or another person.

Following the deployment of OC spray to a human subject, the employee shall when reasonably possible, and after their own safety is ensured, notify their immediate supervisor and law enforcement about the incident. It is desirable to have law enforcement provide a welfare check of the individual(s) sprayed for the purposes of decontamination, health assessment and possible other remedies including but not limited to arrest.

Within 24 hours after application of OC, the employee shall document and submit a written report concerning the use of OC spray.

**Restrictions to Using OC Spray**

1. Mere passive resistance or verbal arguments do not in themselves permit the use of OC. Words and/or actions which reflect intent to physically harm the employee do provide a basis for deployment.
2. Possession of OC spray is prohibited by students on school property.

Misuse of OC spray shall be subject to disciplinary action, up to and including discharge.

**CROSS REFERENCE: District Safety Response Plan, EBC, & EBCE**

**LEGAL REFERENCE: Wisconsin Statute 939.48, 941.26**