

# **Policy 1-004: Violence in the Workplace and Academic Environment**

## **I. Purpose and Scope**

The University of Utah strives to maintain a work and learning environment that is free of violent behavior, including, but not limited to, verbal and/or physical aggression, attacks, threats, harassment, intimidation, or other disruptive behavior in any form, which causes or could cause a reasonable person to fear physical harm or damage to property.

This Policy applies to academic, administrative, research, and service departments, programs, activities, and services wherever University business is conducted. This Policy extends to persons conducting business with or visiting the University, even though such persons may not be directly affiliated with the University.

## **II. Definitions**

For the purposes of this policy, these words and phrases have the following meanings:

- A. Violence in the Workplace or Academic Environment - Any behavior, action or statement made by an individual or group directed toward another individual, or group, that is threatening or intimidating and causes any reasonable individual who is the recipient of the behavior, action or statement to fear for his or her safety and/or property. Such violence may be in the form of, but not limited to:
1. causing or attempting to cause bodily injury or intimidation to another person;  
or
  2. intentionally destroying or damaging any property, public or private; or
  3. approaching or threatening another with a weapon; or

4. making any oral, written, or physical gesture as a threat to harm any person or property.
- B. Intimidation - Stalking or engaging in actions that frighten, coerce, or induce duress regarding anyone's safety or personal property.
- C. Weapons - Firearms, knives, explosives, or other items which are capable of inflicting serious bodily harm.

### **III. Policy**

- A. The University endeavors to maintain an educational and working environment free from violence and intimidation. It is the responsibility of all administrators, faculty, staff employees, and students to maintain a University environment free from violence.
- B. This Policy applies to students, staff and faculty. The University will communicate and enforce expectations regarding violent behavior for faculty members, staff employees, customers, students, patients, vendors, guests and other individuals or groups conducting University business at any location or visiting the University's campus, Hospitals and Clinics, or any other University locations.
- C. Violence in the University environment will not be tolerated in any form in any of the activities or offices of the University of Utah.
- D. Subject to the applicable disciplinary process, any person who engages in violent acts or threatens violent acts on University property, or while conducting University business off campus may be removed from the premises as quickly as safety permits, and may be required to remain off University property pending the outcome of an investigation. The University will initiate an appropriate response, which may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or dismissal of the person or persons involved.

- E. Complaints of violence, assaults, threats and intimidation will be treated seriously and will be promptly investigated with reasonable steps taken to protect the safety and privacy of all persons involved.

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*[Note: Parts IV-VII of this Regulation (and all other University Regulations) are Regulations Resource Information – the contents of which are not approved by the Academic Senate or Board of Trustees, and are to be updated from time to time as determined appropriate by the cognizant Policy Officer and the Institutional Policy Committee, as per Policy 1-001 and Rule 1-001.]*

#### **IV. Rules, Procedures, Guidelines, Forms and other Related Resources**

##### A. Rules

[Rule 1-004A](#): Application of the Violence in the Workplace and Academic Environment Policy

##### B. Procedures

##### C. Guidelines

1. [G1-004A](#): Sexual Assault
2. [G1-004B](#): Dealing with Disruptive and Threatening People in the Workplace
3. [G1-004C](#): Managing Difficult Student Behavior

##### D. Forms

#### **V. References**

[Policy 5-111](#) Corrective Action and Termination Policy for Staff Employees

[Policy 5-203](#) Staff Employee Grievances

[Policy 5-210](#) Discrimination and Harassment Grievances

[Policy 5-106](#) Equal Opportunity and Nondiscrimination Employment

[Policy 6-400](#) Code of Student Rights and Responsibilities

[Policy 6-316](#) Code of Faculty Rights and Responsibilities

[Violence in the Workplace - as of 1/07](#)

[Guidelines G1-004A](#) Sexual Assault

## VI. Contacts

The designated contact officials for this Policy are:

- A. Policy Owner (primary contact person for questions and advice): Director of Public Safety
- B. Policy Officer: Vice President and General Counsel

These officials are designated by the University President or delegee, with assistance of the Institutional Policy Committee, to have the following roles and authority, as provided in University Rule 1-001:

*"A 'Policy Officer' will be assigned by the President for each University Policy, and will typically be someone at the executive level of the University (i.e., the President and his/her Cabinet Officers). The assigned Policy Officer is authorized to allow exceptions to the Policy in appropriate cases.... "*

*"The Policy Officer will identify an 'Owner' for each Policy. The Policy Owner is an expert on the Policy topic who may respond to questions about, and provide interpretation of the Policy; and will typically be someone reporting to an executive level position (as defined above), but may be any other person to whom the President or a Vice President has delegated such authority for a specified area of University operations. The Owner has primary responsibility for*

*maintaining the relevant portions of the Regulations Library... [and] bears the responsibility for determining which reference materials are helpful in understanding the meaning and requirements of particular Policies... ." University Rule 1-001-III-B & E*

## **VII. History**

### **A. Current version: Revision 2**

Approved by the Academic Senate: October 3, 2011

Approved by the Board of Trustees: October 11, 2011

[Background](#) information for Revision 2

### **B. Earlier versions:**

[Revision 1](#): effective dates January 4, 2007 to October 10, 2011

[Revision 0](#): effective dates April 10, 2006 to January 3, 2007