

Policy: 2-76  
Date: 4/10/2006

Rev: 0

Subject: **VIOLENCE IN THE WORKPLACE AND ACADEMIC ENVIRONMENT**

I. PURPOSE

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. REFERENCES

-	Policy and Procedure 2-9	Corrective Action and Termination Policy for Staff Employees
-	Policy and Procedure 2-25	Staff Employee Grievances
-	Policy and Procedure 2-32	Discrimination and Harassment Grievances
-	Policy and Procedure 2-6	Equal Opportunity and Nondiscrimination Employment
	Policy and Procedure 8-10	Code of Student Rights and Responsibilities
	Policy and Procedures 8-12	Code of Faculty Rights and Responsibilities

III. DEFINITIONS

- 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.

#### IV. 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.

#### V. PROCEDURE

- A. In cases of alleged violation of this policy, managers will consult with Public Safety, the

appropriate administrative office (Human Resources for staff, Health Sciences or Academic Affairs for faculty, Student Affairs for students), and other campus agencies as appropriate.

- B. Any person who knowingly brings a false charge under this policy will be disciplined in accordance with University Policy and Procedures. Individuals, who in good faith, report violent incidents or present evidence in an investigation, are protected from any retaliatory actions or any negative administrative or academic action.
- C. The University may pursue and/or support criminal prosecution of those who threaten or commit work-related violence against its employees, students, faculty members, patients, visitors or property of such individuals.
- D. Employees or students who obtain judicial protective restraining orders listing University locations as protected, must promptly provide a copy of such orders to the University Public Safety Department; Police Division. The University will respect the confidentiality of such matters insofar as it does not interfere with the University's legal obligation to respond appropriately.
- E. The University will ensure that all reports of workplace violence are dealt with appropriately and treated confidentially to the maximum extent possible.
- F. Violations will be addressed through the appropriate University disciplinary procedures or other appropriate channels.
- G. The University will respond promptly and assertively to threats or acts of violence. This response will include timely involvement of the University's Public Safety Department; Police Division, appropriate administrative office, and other campus agencies, as appropriate. Violent acts or threats of violent acts shall be promptly reported.
- H. Public Safety Police Officers and Security Officers are allowed (as outlined under their training guidelines) to use the force necessary to restrain an individual and or the force necessary to bring under control a violent situation.

Approved by Board of Trustees: 4/10/2006