

UNIVERSITY of



DAYTON

Violence in the Workplace Policy

Effective Date:

Approval:

Maintenance of Policy: Vice President, Human Resources

PURPOSE: It is the intent of the University to provide a safe and secure environment for University employees, students, and visitors by establishing preventative measures and providing assistance and support to victims.

SCOPE: This policy applies to all employees of the University.

DEFINITIONS: For the purposes of this policy, violent behavior is defined as:

- Physically harming or threatening to harm an individual, group of individuals, or relatives of those individuals.
- The possession of weapons of any kind on University property or at University sponsored activities, unless specifically authorized by the Vice President of Human Resources.
- The brandishing of any object that could reasonably be perceived as a weapon.
- Loud, angry or disruptive behavior that is not appropriate to the work environment.
Callous or intentional disregard for the physical safety or well-being of others.
- Intentional destruction of University or employee property.
- Commission of a felony or misdemeanor on University property.
- Any other conduct that a reasonable person would perceive as constituting a threat of violence.

POLICY: The University of Dayton is committed to providing a work environment that is free from violence. Any acts or threatened acts of violence will not be tolerated. Anyone engaging in violent behavior will be subject to discipline, up to and including dismissal, and may also be personally subject to other civil or criminal liabilities.

Any employee who is subjected to, witnesses, or has knowledge of violent behavior of any of the types listed above, or has reason to believe that

REFERENCE DOCUMENTS:

1. Office of Human Resources' Policies and Procedures Handbook for Professional and Support Staff

Violence in the Workplace Policy, (continued)

POLICY (continued):

Violent behavior may occur at or in connection with the activities of the University of Dayton, is required to report it promptly to his/her supervisor, Public Safety, or to the Vice President of Human Resources.

Employees should feel free to raise concerns and make reports without fear of reprisal, and the University will treat such reports as confidential to the extent circumstances permit.