

# University of Arkansas at Pine Bluff

## Faculty/Staff Handbook

Policy: **WORKPLACE VIOLENCE POLICY**

Policy #: **6.9**

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The University of Arkansas is committed to providing a safe, healthful workplace that is free from violence or threats of violence. Reports of threatening or violent incidents are taken seriously and dealt with appropriately. Individuals who engage in violent or threatening behavior may be removed from the premises, and may be subject to dismissal or other disciplinary action, arrest and/or criminal prosecution.

### *Prohibited Behavior*

The University does not tolerate behavior that:

- a. Is violent.
- b. Threatens violence.
- c. Unlawfully harasses or intimidates others.
- d. Interferes with an individual's legal rights of movement or expression.
- e. Disrupts the workplace, the academic environment or the University's ability to provide service to the public.
- f. Uses Social Media in relation to the above mentioned violations.
- g. Violent or threatening behavior can include physical acts, oral or written statements, or gestures and expressions.

### *Reporting and Action*

Guidelines for Immediate Response:

- a. All members of the University community must cooperate to maintain a safe work environment. Each unit is responsible for investigating, or refer to the appropriate university official, reports of violent or threatening behavior and taking appropriate action. Individuals should report to their supervisor any incidents of violent, threatening, harassing, or intimidating behavior in the workplace, whether or not those involved are University employees.
- b. Supervisors and managers who receive reports of violent or threatening behavior must notify the head of the unit and Human Resources. Human Resources will assist supervisors and managers in their response to allegations of violent or threatening conduct.
- c. In addition, allegations of violent conduct on the part of students or student workers must be reported to the Office of the Vice Chancellor for Student Affairs and allegations of violent conduct on the part of faculty must be reported to the Vice Chancellor of Academic Affairs.
- d. Employees sufficiently uncomfortable with a current or potential situation should call the UAPB Campus Police department to provide a presence during that situation.

- e. For physical assault or direct threats of harm to people or property, call either 911 or 9-911 (either works) from campus phones, 911 from non-campus phones, or Campus Police Emergency # 870.575.8102.

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**Resource(s):**  
**Approved by:**  
**Approval date:**  
**Custodian:** Human Resources