PREVENTING WORKPLACE VIOLENCE

IT’S EVERYONE’S JOB!

Workplace violence (WPV) is any disruptive, aggressive, threatening or violent behavior that results in a threat or act of intimidation, harassment, destruction of property, physical violence or other similar behavior that negatively affects others, either physically or psychologically.

Examples of concerning behavior includes the following:

1. **DISRUPTIVE BEHAVIORS**
   - Being uncooperative with supervisors
   - Negative, argumentative or confrontational
   - Consistent use of swear words
   - Belittling others

2. **INTIMIDATING AND AGGRESSIVE BEHAVIORS**
   - Refusing to follow University or departmental policies
   - Yelling and/or swearing at others
   - Wild gestures, slamming fist, following or preventing the movement of others
   - Implied threats/bullying

3. **THREATENING AND VIOLENT BEHAVIORS**
   - Direct threats
   - Physical altercations
   - Throwing or kicking objects, damaging property
   - Repeatedly engaging in intimidating behavior

WHAT WE PERMIT, WE CONDONE!

There are many ways to help prevent and mitigate potential acts of workplace violence:

- Implement sound hiring practices.
- Establish clear expectations about workplace behavior, civility and professionalism from the outset.
- Address problematic behavior early
- For imminent safety concerns or to report threats or acts of violence, contact police by calling 911!
- Report concerning behavior by employees, students or other individuals to your supervisor, an administrator, the Division of Human Resources or Dean of Students Office.

CONTACT INFORMATION:  Division of Human Resources: 621-8298  Dean of Students Office: 621-7057
UAPD: 621-8273  HR Life & Work Connections: 621-2493 (Referral to employee counseling services)