



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	2 INTIMIDATING AND AGGRESSIVE BEHAVIORS	3 THREATENING AND VIOLENT BEHAVIORS
<ul style="list-style-type: none"> Being uncooperative with supervisors Negative, argumentative or confrontational Consistent use of swear words Belittling others 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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)



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