

Violence In The Workplace

The University is committed to providing a safe, healthful workplace that is free from violence or threats of violence and does not tolerate behavior, whether direct or through the use of University facilities, property or resources that:

- Is violent
- Threatens violence
- Harasses or intimidates others
- Interferes with an individual's legal rights of movement or expression
- Disrupts the workplace, the academic environment or the University's ability to provide service to the public

Violent or threatening behavior can include physical acts, oral or written statements, behaviors such as harassing telephone calls, gestures and expressions, or stalking. Individuals who engage in these behaviors may be removed from the premises, and may be subject to corrective action up to and including dismissal, arrest and/or criminal prosecution. This policy applies to all work locations, including offices, work sites, vehicles, and field locations.

The University takes reports of threatening or violent workplace incidents seriously. Employees are expected to follow the University's Workplace Violence Report/Response Procedure to report actual or alleged incidents of violence in the workplace.

SAFECAMPUS

Preventing violence is a shared responsibility in which everyone at the University plays a part. SafeCampus is the University's violence-prevention and response program that supports students, staff, and faculty and community members in preventing violence. SafeCampus provides information on counseling and safety resources, University policies, and violence reporting requirements that help us maintain a safe personal, work, and learning environment. Call SafeCampus 206-685-SAFE (7233) to anonymously discuss safety and well-being concerns for yourself or others. SafeCampus answers calls and emails, Monday–Friday, 8am–5pm excluding UW holidays. If you are calling after-hours, please see:

<https://www.washington.edu/safecampus/after-hours-resources/>

More information can be found here: <https://www.washington.edu/safecampus/>

Direct threats of harm to persons or property require immediate response by calling 911.