

Workplace Violence

The University of Washington 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; or,
- 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, harassing telephone calls, gestures and expressions or behaviors such as stalking.

Individuals who engage in these behaviors may be removed from the premises, and may be subject to dismissal or other disciplinary action, 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, supervisors and managers are expected to follow the University of Washington Workplace Violence Report/Response Procedure to report actual or alleged incidents of violence in the workplace.

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

For the complete text of the University of Washington Policy and Procedure on Workplace Violence, see:

<http://www.washington.edu/admin/hr/pol.proc/work.violence/wk.viol.policy.html>, or ask your supervisor for a copy.