



Policy 4.108 Violence In The Workplace

Responsible Official: VP for Human Resources

Administering Division/Department: Human Resources

Effective Date: September 29, 2008

Last Revision: September 21, 2012

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Overview

Emory University is committed to a workplace free from violence and threats of violence. As an academic community and responsible employer, the University will provide an academic environment and workplace that fosters learning, research, teaching, work, study and growth. The University will not tolerate threats of violence, acts of violence, harassment, intimidation and any other form of disruptive behavior. There is a zero tolerance for any form of violence.

Policy Details

Respect for the safety and welfare of others is an expectation of everyone within the University community. While acts of violence and degrees of threats, aggression, and intimidation are pervasive within our society, we are committed to creating and sustaining an environment where such behaviors are not tolerated. Therefore, any form of violence, whether actual or threatened, will not be tolerated. "Workplace violence" includes, but is not limited to the following acts within the workplace: (1) physical assault, with or without weapons, (2) oral or written statements that imply or suggest violence, (3) gestures, utterances, behavior, or expressions that communicate a direct or indirect threat of physical harm, (4) disruptive behavior of a potentially violent nature (5) sexual violence, (6) intimate partner violence, (7) violent acts that result in property damage or sabotage of equipment or research. Verbal abuse or other disruptive behavior may also be included in the definition of workplace violence, depending upon nature and severity of the conduct.

All acts of workplace violence must be reported immediately to proper authorities. Threats or assaults that require immediate attention and response must be reported immediately to the Emory Police Department at 404-727-6111 (or 911). The Emory Police Department will respond to acts that require immediate response and intervention. If immediate action is not required, one should notify an immediate supervisor, department head, or other person of authority, who may in turn report the matter to Human Resources, Campus Life, and/or the Emory Police Department. These resources can be contacted directly at any time.

Except as may be necessary to investigate, intervene, and prevent violence, reports will be kept as confidential as possible under the circumstances. No person who reports or relays a complaint or assists with or participates in an investigation shall be intimidated, threatened, coerced, or retaliated against in any manner. All reports will be taken seriously and will be addressed expeditiously.

Acts of workplace violence shall be considered unacceptable conduct. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary actions up to and including dismissal, criminal prosecution, and other appropriate sanctions.

This policy applies to all faculty, staff, visitors, students, contractors, or anyone on the premises of the University or any of its properties.

Related Links

- Current Version of This Policy: <http://policies.emory.edu/4.108>

Contact Information

Subject	Contact	Phone	Email
Associate Vice President	Del King	404-727-7567	dking2@emory.ed

Revision History

- Version Published on: Oct 17, 2008
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Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit policies.emory.edu to ensure that you are relying on the current version.