

WORKPLACE VIOLENCE

SUMMARY OF REVISIONS

02-06-2020	Adds new summary policy statement. Adds language to existing definitions and adds new definitions. Adds list of examples of prohibited conduct that would be considered workplace violence. Denotes that management may recommend EAP services to support employees that are victims of workplace violence. Denotes that possession of weapon in federal, state, or local buildings may or may not be permitted dependent upon applicable statutes. Describes workplace violence incident reporting and response responsibilities of employee, supervisor, and agency.
04-01-2008	(1)Update to omit reference to State Employees' Assistance Program. (2)Added definitions of "Bullying" and "Stalking."
08-17-2000	Revisions: (1)The Purpose section was revised to strengthen language emphasizing that perpetrators will be held accountable for committing acts of violence as outlined in the policy. (2)Added Domestic Violence in the Definitions section. (3)Included in the Prohibited Actions and Sanctions section language stating that an act of off-duty violent conduct can be considered grounds for disciplinary action. The agency must demonstrate that action taken is supported by the existence of a rational nexus between the conduct committed and the potential adverse impact on a State employee's ability to perform the assigned duties and responsibilities. (4)Changed the language in the Advisory Note in the Prohibited Actions and Sanctions section regarding a referral to the State Employees' Assistance Program. The advisory note states that when management determines that a potential for violence exists, an employee may be required to undergo an assessment to determine the risk of danger. The terminology used for the assessment process is called risk assessment. (5)A new section entitled Support and Protections was added stating that agencies shall make reasonable efforts to protect and support victims of workplace violence including domestic violence. (6)This policy also included in the Agency/University Responsibilities section that provisions shall be made for supervisors and managers to be trained in issues of workplace violence to foster a safe and healthy work environment.
08-01-1995	New policy on workplace violence.