



# Violence in the Workplace

## Policy

Violence of any form is prohibited in the workplace and will lead to severe disciplinary action to include termination of employment. Examples of non-acceptable behavior may include physical or verbal threats by an employee, disruption of work routines as the result of bizarre behavior, disorderly conduct, physical occupation of a campus area ignoring requests to disperse, etc. Supervisors are encouraged to deal with such behavior in a positive manner, maintaining open channels of communication, and encouraging the employee to seek professional assistance in dealing with the problem, when such action seems appropriate.

Access the following site for more information on applicant screening, early warning signs, supervisory training, and resolution resources:

[https://www.usg.edu/hr/assets/hr/hrap\\_manual/HRAP\\_Workplace\\_Violence\\_Safety\\_Security.pdf](https://www.usg.edu/hr/assets/hr/hrap_manual/HRAP_Workplace_Violence_Safety_Security.pdf)

## Affected Stakeholders

Indicate all entities and persons within the university affected by this policy:

- Alumni
- Graduate Students
- Undergraduate Students
- Staff
- Faculty
- Student Employees
- Visitors
- Vendors/Contractors
- Other: \_\_\_\_\_

## Policy Attributes

<i>Responsible Office(s)</i>	Human Resources and Employee Development, University Center, 1205 N. Patterson St., 229-333-5709, hrstaff@valdosta.edu
<i>Approving Officer or Body</i>	Vice President, Finance and Administration, University Center, 1205 N. Patterson St., 229-333-5710
<i>Revisions</i>	URL updated 06/16/2021