

Workplace Violence Prevention Policy

State University of New York College at Fredonia

Overview:

The State University of New York (SUNY) College at Fredonia is an educational community bound by common standards of conduct and a commitment to ensuring a safe and supportive learning, living, and working environment for all faculty, staff, students, and visitors.

Policy:

SUNY Fredonia is committed to providing a safe work environment for all employees, students, and visitors. The University will respond promptly to threats, acts of violence, and acts of aggression by employees or against employees by coworkers, members of the public, or others.

This policy sets forth standards of employee conduct and guidelines whether in a University building, facility, vehicle, or at an off-campus University-owned workplace.

The term “workplace violence” is defined as any physical assault, threatening acts, acts of aggressive behavior, and/or abuse occurring in the work setting. SUNY Fredonia prohibits workplace violence and will not tolerate violence, threats of violence, or intimidating conduct in the workplace. Complaints of workplace violence will be given prompt and serious attention. The term “workplace” is defined as any location away from an employee’s domicile, permanent or temporary, where an employee performs work-related duties in the course of his or her employment. The term “employee” is defined as all full- and part-time faculty and staff. The term “University” is defined as the State University College of New York at Fredonia.

Disciplinary measures taken against students shall be taken in accordance with the procedures of the campus judicial system. This policy does not alter any codes of student conduct or procedures of the campus judicial system. Any disciplinary action taken against a University employee will be administered consistent with governing labor contracts-if applicable. Engaging in violence or threatening behavior is considered a serious form of employee misconduct, which may result in disciplinary action up to and including termination of employment. The policy anticipates occasions where suspension or termination of an employee or student will occur. The University’s response may also include removal of third party vendors/contractors from campus or termination of contracts with such vendors/contractors.

Prohibited Conduct

- A. SUNY Fredonia will not tolerate any act or threat of violence made in the workplace, on University property, or while in work status.

- B. No person may engage in violent conduct or make threats of violence, implied or direct, on University property or in connection with University business. This includes, but is not limited to:
 - 1. The use of force with the intent to cause harm (e.g.: physical attacks, any unwanted contact such as hitting, fighting, pushing, or throwing objects, etc.);
 - 2. Acts or threats which are intended to intimidate, coerce, or cause fear of harm;
 - 3. Acts or threats made directly or indirectly by oral or written words, gestures, or symbols that communicate a threat of physical or mental harm.

- C. No person, without legal authority, may carry, possess, transport, or use any dangerous weapon on University property or in University buildings or facilities.

Retaliation

Retaliatory action against anyone who has made a complaint of workplace violence, who has reported witnessing workplace violence, or who has been involved in reporting, investigating, or responding to workplace violence, is a violation of this policy. Those found responsible for retaliatory action will be subject to discipline up to and including termination.

Employee Obligations

All potentially dangerous situations must be reported immediately. If an employee, student, or visitor believes s/he or others are in immediate danger, contact University Police at 673-3333.

Reports of violence, threatening behavior, or harassment must first be made in writing to the employee's immediate supervisor. The employee may also contact his/her department Director or Human Resources.

Questions regarding the interpretation or administration of this policy shall be forwarded to Human Resources at extension 3434.