



California State University, Stanislaus

POLICY ON WORKPLACE VIOLENCE

The California State University, Stanislaus is committed to creating and maintaining a working, learning, and social environment for faculty, staff, and students, which is free from violence.

Civility, understanding, and mutual respect towards all persons are intrinsic to the existence of a safe and healthy workplace. Threats of violence or acts of violence not only impact the individuals concerns, but also the mission of the University to foster higher education through open dialogue and the free exchange of ideas. California State University, Stanislaus prohibits violent acts or threats of violence, and any member of the campus community who commits a violent act or threatens to commit a violent act is subject to disciplinary action and/or civil or criminal prosecution as appropriate.

California State University, Stanislaus has zero tolerance for violence against any member of the workforce, other persons in the workplace, or property.

For the purpose of this policy, violence and threats of violence include, but are not limited to:

1. Any act that is physically assaulting; or
2. Any threat, behavior or action which is interpreted by a reasonable person to carry the potential:
 - To harm or endanger the safety of other;
 - To result in an act of aggression; or
 - To destroy or damage property.

Established personnel and public safety procedures will serve as the mechanism for resolving situations of violence or threats of violence. Each allegation of violence or threat of violence will be taken seriously. *Individuals are encouraged to report violence, acts of violence, threats of violence, or any other behavior which by intent, act or outcome harms another person or property, to their supervisor, the office of Human Resources (667-3351) or Public Safety/University Police Services (667-3114).*