

## ***VIOLENCE IN THE WORKPLACE POLICY***

Bowling Green State University has a very clear policy that acts of violence, threats of violence, or intimidation will not be tolerated among its employees (***faculty, administrative and classified staff***) while engaged in the work they were hired to do. The university recognizes the importance of providing a safe environment for all of its employees. In this community, victims/survivors will be treated with dignity and respect. Any persons found in violation of this policy may be subject to disciplinary action. Violators may also be subject to criminal prosecution.

For purposes of this policy, violence shall be defined as:

- any exercise of force against another person or against property that could result in physical or emotional harm.
- any threats of violence including any verbal or non-verbal communication that inflict harm.
- intimidation including any verbal or non-verbal act towards another person, the purpose of which may be to coerce, and the result of which could cause the other person to fear for their safety or the safety of others.

In many situations, these actions could also rise to the level of criminal acts under the Ohio Revised Code. Acts defined in this section include, but are not limited to, physical assault or abuse, sexual assault or abuse, stalking, verbal or other threats of physical or sexual assault, threats that may include a weapon, and damage or destruction of another's property.

BGSU is committed to providing education, prevention, advocacy, intervention, and support services which address acts of violence, threats of violence, and intimidation. In addition, the university collaborates with community agencies and professionals in providing services and referrals. All members of the university community are asked to report violations of the policy on violence in the workplace to appropriate authorities.

Additional information on the Violence in the Workplace Policy may be found in the Classified Staff Handbook, the Administrative Staff Handbook and the Charter's Faculty Handbook.

9/04