



California Health Sciences University

CHSU WORKPLACE VIOLENCE

I. POLICY STATEMENT

A. Workplace Violence

1. CHSU is committed to preventing workplace violence and to maintaining a safe work environment. All employees, students, vendors and third parties should be treated with courtesy and respect at all times.
2. Conduct that threatens, intimidates or coerces another employee, student, vendor or business associate will not be tolerated. University resources may not be used to threaten, stalk or harass anyone at the workplace or outside of the workplace. CHSU treats threats coming from an abusive personal relationship as it does other forms of violence.
3. Workplace violence includes many types of behavior including, but not limited to, the following:
 - a) Any type of physical violence toward a person
 - b) Threats of violence, whether direct, indirect or conditional
 - c) Physical intimidation or aggression
 - d) Possession of a weapon on our campus or during work-related activities¹
4. Behavior that, from the perspective of a reasonable person, generates a concern that an individual may act out violently may also be reported and investigated under this policy. This may include, but is not limited to stalking, erratic behavior caused by mental illness or substance abuse, and suicidal statements.
5. CHSU will promptly and thoroughly investigate all reports of threats of violence or incidents of actual violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as possible. We will not retaliate against employees making good-faith reports of violence, threats or suspicious individuals or activities. In order to maintain workplace safety and the integrity of its investigation, we may suspend employees suspected of workplace violence or threats of violence, either with or without pay, pending investigation.
6. Anyone found to be responsible for threats of or actual violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment.

¹ This does not include when a member of the CHSU security staff has been granted permission by the President to carry a weapon on campus in accordance with state and federal law.



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7. Employees are encouraged to bring their disputes to the attention of a member of management and/or the Office of Human Resources before the situation escalates. CHSU will not discipline employees for raising such concerns in good faith.

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- Policy Owner: Office of Human Resources
 - Effective Date: 11/01/2017
 - Revised Date: 10/11/2021
 - Provost Approval Date: N/A
 - President Approval Date: 10/13/2021