

Policy Title: Violence-Free Workplace
Policy Summary: Prohibition Against Threatening Behavior or Physical Violence in the Workplace
Policy Category: Human Resources
Policy Owner: Human Resources

Policy Summary

Policy prohibiting threatening behavior and physical violence and the use or possession of weapons or other dangerous substances in the workplace.

Purpose

The purpose of this policy is to provide a work and learning environment for students and employees that is free from threatening behavior or physical violence in the workplace.

Scope

This policy prohibits threatening behavior and physical violence by both employees and non-employees and includes a prohibition against the possession or use of weapons or other dangerous substances on University premises.

Policy

Drake University does not tolerate threatening behavior or physical violence in the workplace made by an employee or non-employee. Non-employees may be people we work with, such as consultants or temporary employees, or people from our personal lives such as spouses or partners. Employees and students should be provided with a safe work and learning environment. Unacceptable violent behavior may include, but is not limited to:

- Verbal threats or insults or abusive language
- Possession or use of weapons or firearms on University premises
- Threats of physical harm
- Physical or verbal assaults, including fighting

Reporting Violence in the Workplace

Please see the reporting procedures under the Harassment Policy, Section VII. As with all reports of inappropriate behavior, the individual reporting or participating in an investigation will be protected from retaliation.

Weapons and Dangerous Substances

The use or possession of firearms, ammunition, explosives, fireworks, incendiary devices, BB guns, imitation guns or any dangerous weapons, substance or material on campus is prohibited except as expressly authorized by the University.