

Chapter 13 Employee Health and Safety

13.02 Workplace Violence Policy

- **Statement of Purpose**

The UW-Madison is concerned about the potential for acts or threats of violence that affect the workplace and has therefore adopted the following guidelines and procedures.

- **Scope**

The UW-Madison views aggressive and/or violent behavior as disruptive and contrary to the development and maintenance of a safe, productive and supportive work environment. Such behavior is actively discouraged. Employees who exhibit such behavior will be held accountable under university policy and rules, as well as local, state and federal law.

- **Guidelines**

All threats and acts of aggressive or violent behavior should be taken seriously and addressed immediately. Such threats or acts include, but are not limited to:

- harming or threatening to harm any member or guest of the university,
- damaging or threatening to damage university property or the property of any member or guest of the university,
- possessing a dangerous weapon or incendiary device on university property without prior authorization,
- engaging in stalking behavior of any member or guest of the university. (Stalking is defined in Wisconsin Statutory Law.)

- **Procedures**

Acts of violence or threats of imminent violence require an immediate response - dial 911. In the event of other threats, inform supervisors so they may investigate the situation and when necessary dial 911 or contact the Employee Assistance Office (263-2987) or TDD/TTY (265-8460).

- **Responsibility**

Deans, department chairs, and directors are responsible to follow this procedure and inform their managers, supervisors, and employees of the established procedures. It will be the responsibility of the University Police to develop procedures for 911 operations. Questions regarding these procedures should be directed to the University Police (262-4524) or the Employee Assistance Office (263-2987).