

WORKPLACE VIOLENCE - SUMMARY OF REVISIONS

- 8-1-95 New policy on workplace violence.
- 08-17-00 Revisions:
- (1) *The Purpose* section was revised to strengthen language emphasizing that perpetrators will be held accountable for committing acts of violence as outlined in the policy.
 - (2) Added Domestic Violence in the *Definitions* section.
 - (3) Included in the *Prohibited Actions and Sanctions* section language stating that an act of off-duty violent conduct can be considered grounds for disciplinary action. The agency must demonstrate that action taken is supported by the existence of a rational nexus between the conduct committed and the potential adverse impact on a State employee's ability to perform the assigned duties and responsibilities.
 - (4) Changed the language in the *Advisory Note* in the *Prohibited Actions and Sanctions* section regarding a referral to the State Employees' Assistance Program. The advisory note states that when management determines that a potential for violence exists, an employee may be required to undergo an assessment to determine the risk of danger. The terminology used for the assessment process is called risk assessment.
 - (5) A new section entitled *Support and Protections* was added stating that agencies shall make reasonable efforts to protect and support victims of workplace violence including domestic violence.
 - (6) This policy also included in the *Agency/University Responsibilities* section that provisions shall be made for supervisors and managers to be trained in issues of workplace violence to foster a safe and healthy work environment.
- 4-1-08
- (1) Update to omit reference to State Employees' Assistance Program.
 - (2) Added definitions of "Bullying" and "Stalking."
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