



Ohio Administrative Code Rule 3352-7-26 Violence in the workplace.

Effective: August 31, 2001

(A) Policy. Wright state university is committed to providing employees and students with an environment that is safe, secure, and free of threats, intimidation, and violence. To promote an atmosphere that encourages learning and productive employment, quick responsive action will be taken if violence or the threat of violence arises.

(B) Scope. This policy applies to Wright state university employees, students, and all individuals who, while not Wright state university employees, perform work on university property. Wright state university property includes the Dayton campus, lake campus, and any other location where employees or students engage in university business or participate in any university sanctioned activity.

(C) Guidelines. Wright state university has defined workplace violence as any act that results in threatened or actual harm to a person or property. Workplace violence includes but is not limited to the acts listed in paragraphs (C)(1) to (C)(4) of this rule.

(1) Any physical action that harms or threatens the safety of another individual in the workplace.

(2) Any hostile, threatening, or intimidating behavior that by its very nature would be interpreted by a reasonable person as an intent to cause physical harm to another individual.

(3) The possession of deadly weapons. A deadly weapon is any instrument, device, or object capable of inflicting death, designed or specifically adapted for use as a weapon, or possessed, carried, or used as a weapon.

(4) Intimidating conduct or harassment that disrupts the work environment.

(D) Violations. Employees or students who violate this policy or who intentionally bring false charges under this policy will be subject to disciplinary action up to and including termination of



employment or dismissal from the university. In addition, violations of this policy will be handled in accordance with applicable federal and state laws.

(E) Responsibilities.

(1) Employees should report any acts or threats of violence to their supervisor(s), to the department of public safety, and to the department of human resources. Employees should provide the department of public safety with copies of protection and restraining orders.

(2) Students should report any acts or threats of violence to the department of public safety and to the office of student life.

(3) Supervisory personnel should report any acts or threats of violence to the department of public safety and to the department of human resources. as appropriate, supervisory personnel should take corrective action to address acts or threats of violence within their units. All corrective action should be done in collaboration with the department of public safety and the department of human resources.