



Workplace Violence Policy

The University of Kansas is committed to provide a safe and secure workplace, free from threats and violence, for all those involved in the business of the University. Personal harassment, abusive behavior, and violence are not tolerated in our workplace. The University fully supports the State of Kansas Workplace Violence Policy. The policy, which applies to all faculty, staff and student employees of the University, is printed in this brochure. The University has developed procedures for responding to situations of potential or actual violence.

In Cases of IMMINENT PHYSICAL THREAT:

Dial 911

The University has appointed a Threat Assessment Team to review situations of threat, potential violence, or violence in the workplace that do not involve immediate physical threat. If faculty, staff or student employees feel threatened or if a potentially violent situation exists, they should contact Human Resources & Equal Opportunity (HR/EO) as noted below. If you need to make such contact, please be sure to indicate that the situation is one involving a workplace violence issue.

In Cases of POTENTIAL THREAT:

8 am – 5 pm **Ola Faucher** 864-4946
Mon - Fri Director, HR/EO
ofaucher@mail.ku.edu

Before 8 am **Public Safety** 864-5900
Or After 5 pm **Office**

THREAT ASSESSMENT TEAM:

Ralph Oliver
Director, Public Safety Office
roliver@ku.edu

Pam Botts
Assoc. Director, Counseling
& Psychological Services
pbotts@ku.edu

Kelli Harmon
Interim University Ombuds
ombuds28@ku.edu

Maria Orive
Faculty Ombuds
ombuds28@ku.edu

THE UNIVERSITY OF KANSAS

WEAPONS POLICY

The University prohibits students, employees, and visitors from possessing, carrying or using weapons on property owned by or under the control of the University. Violations of this policy may result in disciplinary action, up to and including dismissal of employees or expulsion of students. Violators also may be asked to leave University property, and if they refuse to do so, such refusal may constitute an unlawful trespass.

For the purpose of this policy, “weapons” means:

- 1) any object or device which is designed to expel bullet, shot or shell by the action of an explosive;

- 2) any object or device which will, or may be readily converted to, expel bullet, shot or shell by the action of an explosive or other propellant, and which has any barrel with a bore of more than ½ inch in diameter;
- 3) any pistol, revolver, rifle, shotgun or other firearm of any nature;
- 4) any explosive, incendiary or poison gas (A) bomb, (B) mine, (C) grenade, or (D) rocket having a propellant charge of more than four ounces, or (E) missile having an explosive or incendiary charge of more than ¼ ounce;
- 5) any incendiary or explosive material, liquid, solid or mixture equipped with a fuse, wick or other detonating device;
- 6) any tear gas bomb or smoke bomb; however, personal self-defense items containing mace or pepper spray shall not be deemed to be a weapon for the purposes of this policy; or
- 7) any knife, commonly referred to as a switch-blade, which has a blade that opens automatically by hand pressure applied to a button, spring or other device in the handle of the knife, or any knife having a blade that opens or falls or is ejected into position by the force of gravity or by an outward, downward or centrifugal thrust or movement; any straight-blade knife of four inches or

more such as a dagger, dirk, dangerous knife or stiletto; except that an ordinary pocket knife with a blade no more than four inches in length shall not be construed to be a weapon for the purposes of this policy.

This prohibition shall not apply to the performance of job duties by duly authorized law enforcement officers or by other University employees who receive written permission from the Provost to possess, carry or use weapons in the performance of their duties. The forms for requesting permission are available from the Department of HR/EO.

STATE OF KANSAS WORKPLACE VIOLENCE POLICY

The safety and security of State of Kansas employees and customers are very important. Threats, threatening behavior, acts of violence, or any related conduct which disrupts another's work performance or the organization's ability to execute its mission will not be tolerated. Any person who makes threats, exhibits threatening behavior, or engages in violent acts on state-owned or leased property may be removed from the premises pending the outcome of an investigation. Threats, threatening behavior, or other acts of violence executed off state-owned or leased property but directed at state employees or members of the public while conducting official state business, is a violation of this policy. Off-site threats include but are not limited to threats made via the telephone, fax, electronic or conventional mail, or any other communication medium.

Violations of this policy will lead to disciplinary action that may include dismissal, arrest, and prosecution. In addition, if the source of such inappropriate behavior is a member of the public, the response may also include barring the person(s) from state-owned or leased premises, termination of business relationships with that individual, and/or prosecution of the person(s).

Employees are responsible for notifying the Director of HR/EO of any threats which they have witnessed, received, or have been told that another person has witnessed or received. Employees should also report any behavior they have witnessed which they regard as threatening or violent when that behavior is job-related or might be carried out on state-owned or leased property or in connection with state employment.

Each employee who receives a protective or restraining order which lists state-owned or leased premises as a protected area is required to provide the Director of HR/EO with a copy of such order.*

*For example, if an employee has received a restraining order prohibiting a former spouse from coming to the workplace, the employee should provide the HR/EO Director a copy of the order.

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