

DEPARTMENT OF EMERGENCY MANAGEMENT

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Workplace Violence

Old Dominion University

Policy <http://odu.edu/about/policiesandprocedures/university/6000/6501> prohibits workplace violence. Specifically, the university will respond promptly to violence, threats of violence, harassment, intimidation, or disruptive behavior of a threatening nature towards people or property. Individuals who violate this policy may be removed from university property and are subject to disciplinary and/or personnel action up to, and including, termination and/or criminal prosecution. Workplace violence is defined as any actual or threatening behavior of a violent nature, as understood by a reasonable person, exhibited by faculty, staff, student employees, or others.

Examples of workplace violence include, but are not limited to:

- Intentional physical contact for the purpose of causing harm (such as slapping, punching, striking, shoving, or otherwise physically attacking a person).
- Menacing or threatening behavior (such as throwing objects, waving fists, damaging property, stalking, or otherwise acting in an aggressive manner; or, using oral or written statements specifically intended to frighten, coerce, or cause distress) where such behavior would be interpreted by a reasonable person as being evidence of intent to cause physical harm to individuals or property.

Reporting:

General Reporting Responsibilities: Any member of the university community who has been subject to workplace violence or who has witnessed workplace violence should promptly notify the appropriate university official. Additionally, employees are encouraged to report behavior that they reasonably believe poses a potential for workplace violence as defined above. It is imperative that all university employees take this responsibility seriously.

Report Imminent or Actual Violence: Any person experiencing or witnessing imminent or actual violence involving weapons or potential injuries should call ODUPD at 757-683-4000 or call 9-1-1.

Report Acts of Violence Not Involving Weapons or Injuries to Persons: Any person who is the subject of, or witness to, a suspected violation of this policy should report the incident to his or her supervisor or, in lieu thereof, to the Old Dominion University [Office of Human Resources](#).