

WORKPLACE VIOLENCE PREVENTION POLICY

Consistent with Centenary University's commitment to its employees' and students' ability to pursue their educational, scholarly and career interests in an environment which does not illegally or inappropriately hamper those interests, Centenary University has adopted an Anti-Violence Policy. Actions including, but not limited to the following, that threaten or endanger in any way, the personal safety or security of others will be regarded as serious offenses and will not be tolerated:

- Intimidation or coercion by violence, threat or veiled threat of violence, or property damage which seeks to interfere with or punish free expression of ideas
- Willful or deliberate participation in a general disturbance or a riot that threatens the safety or property of members of the University community or others;
- On campus possession, storing or use of firearms or ammunition, or of any explosive or incendiary device (including but not limited to firecrackers and other fireworks) that might threaten human safety or life;
- Possession of a weapon or the use or threatened use of a weapon or object capable of being used as a weapon;
- Any physical assault committed in the course of any University function or activity, or on any University premises;
- Any other act that seriously endangers human safety, life or threatens serious physical or psychological injury to another.

This policy applies to all individuals including but not limited to staff, faculty, students, visitors and vendors. Violation of the University's Anti-Violence Policy may result in disciplinary action up to and including termination in the case of employees, or expulsion in the case of students. Any violation of this policy by any individual on University premises may also include legal action, as deemed appropriate by University Management.

Each individual is expected to refrain from engaging in any act or threat of workplace violence and each individual is responsible for maintaining a work environment free from any act or threat of violence. While the University cannot guarantee against acts or threats of workplace violence, this policy is to require that all individuals exercise their best efforts to prevent such acts and threats of violence in the workplace. Should you wish to report any concerns related to possible workplace violence, dial "0" on the campus telephone and ask the Centenary University Telephone Operator to connect you with the Security Department; and contact the Human Resources Department, x 2268.