

# Zero Tolerance Standard for Workplace Violence

UCSF is committed to maintaining a safe workplace that is free from threats and acts of intimidation and violence. When faced with these situations UCSF has taken swift and remedial action to protect the rights of employees, faculty and students.

UCSF has set forth our long standing commitment to a safe work place in one document entitled ***Zero Tolerance Standard for Workplace Violence***. This Standard helps to support the work that has been done at UCSF on reducing situations that may lead to threats or acts of violence and intimidation.

The Standard is intended to bring awareness to all on campus that threats or acts of violence and intimidation are taken seriously and will be investigated.

The text of the **Zero Tolerance Standard** is given below, in full.

## **Zero Tolerance Standard for Workplace Violence**

The University of California, San Francisco, as an employer, is committed to maintaining a workplace free from threats and acts of intimidation and violence. All reported incidents will be investigated.

### **DEFINITIONS:**

Any act of intimidation, threat of violence, or act of violence committed against any person on the property of the University of California, San Francisco is prohibited.

**Intimidation:** A physical or verbal act toward another person, the result of which causes that person to reasonably fear for his/her safety or the safety of others.

**Threat of Violence:** A physical or verbal act which threatens bodily harm to another person or damage to the property of another.

**Act of Violence:** A physical act, whether or not it causes actual bodily harm to another person or damage to the property of another.

No person shall possess or have control of any firearm, deadly weapon, or prohibited knife, as legally defined, while on the property of the University of California, San Francisco, except as required in the lawful course of business or as authorized by the UCSF Police Department.

### **PROCEDURE:**

Any UCSF faculty member, student or employee who is the subject of, or a witness to, a suspected violation of this standard should report the violation to a supervisor, manager or person in authority who is not involved in the conduct.

Any UCSF supervisor, manager, or person in authority who receives a report of a suspected violation of this standard shall document the incident, and notify an appropriate UCSF official.

Any emergency, perceived emergency, or suspected criminal conduct shall be immediately reported to the UCSF Police Department. Sexual violence is also criminal conduct and shall be immediately reported to the UCSF Police Department.

Any UCSF faculty member, student or employee found to be in violation of this standard may be subject to criminal prosecution as well as discipline up to and including dismissal pursuant to applicable University Personnel Policies or Collective Bargaining Agreements.