

## WORKPLACE VIOLENCE

Rutgers University Policy ([60.1.13](#)) 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 Rutgers 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.
- Possessing any firearm, imitation firearm, or any components which can readily be assembled into a firearm or other weapon, as defined by the Laws of New Jersey NJSA 2c:39-6).

### Reporting Workplace Violence:

- **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.
- **Reporting Imminent or Actual Violence:** Any person experiencing or witnessing imminent or actual violence involving weapons or potential injuries should dial 9-1-1. The alternate RUPD phone numbers are: New Brunswick 732-932-7111, Newark 973-353-5111 or 973-972-4491, Camden 856-225-6111.
- **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 appropriate Designated University Representative listed below:
  - Rutgers University - Camden: Associate Chancellor for Administration and Finance
  - Rutgers Biomedical Health Science - Newark: Provost
  - Rutgers Biomedical Health Science - New Brunswick: Provost
  - Rutgers University - Newark: Associate Chancellor
  - Rutgers University - New Brunswick Campuses: Office of Labor Relations
- **Law Enforcement: Agencies:** All individuals who believe a crime has been committed against them have the right, and are encouraged, to report the incident to the appropriate law enforcement agency.

**False Reports:** Employees who intentionally file false reports pertaining to workplace violence will be subject to penalties, up to, and including: disciplinary action, termination and criminal prosecution.