

**UADA Policy 295.1**  
**Workforce Violence**

Emergency situations should be reported to law enforcement by dialing 911. Be prepared to provide as much information as possible including;

- What is happening
- Location
- Who is involved
- Type of weapon (if any)
- Your name and address

The Division is committed to providing a safe, healthful workplace that is free from violence or threats of violence. Reports of threatening or violent incidents are taken seriously and dealt with appropriately. Individuals who engage in violent or threatening behavior may be removed from the premises, and may be subject to dismissal or other disciplinary action, arrest and/or criminal prosecution.

The Division does not tolerate behavior that is violent, threatens violence, harasses or intimidates others, interferes with an individual's legal rights of movement or expression, or disrupts the workplace, the academic environment or the Division's ability to provide service to the public.

Violent or threatening behavior can include physical acts, acts of terrorism, oral or written statements, or gestures and expressions.

The Division offers resources to assist with incidents of workplace violence including the Department of Human Resources and the Employment Assistance Program (EAP).