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- encouraging or inciting others to engage in violent or aggressive behavior; and
- retaliation against someone who has reported an incident of Workplace
  Violence, participated in an investigation, or supported a victim.
- 3. Employees

, for purposes of this Policy, includes full-time and part-time faculty, staff, and Federal Work-Study Students. Students in a clinic for credit are not Employees.

4. Act of Violence

ny intentional physical aggression, assault, or behavior that results in bodily harm, injury, or damage to oneself, another individual, their property, or school property within the Workplace or in relation to work-related activities. The following are examples of Acts of Violence: hitting, pushing, slapping, kicking, throwing objects, using weapons, engaging in selfharm, and participating in other violent actions that compromise the safety, health, or well-being of Employees, students, contractors, visitors, or other stakeholders. Acts of Violence may also encompass psychological or emotional harm caused by abusive or self-destructive behaviors, such as bullying, harassment, or self-neglect. An individual does not give up the right to use reasonable force or violence to defend themselves or another against a physical attack; the use of reasonable force for self-defense or defense of another does not violate this Policy.

5. Threat of Violence

ny verbal, non-verbal, or written expression, gesture, or behavior that communicates an intent or desire to cause physical harm, injury, or damage to an individual or their property. A Threat of Violence may include intimidating statements, aggressive posturing, harassment, stalking, or displaying weapons. The threat may be direct or implied, creating a reasonable perception of fear or concern for one s safety or the safety of others in the Workplace, and includes threats of self-harm.

D. Prohibited Conduct

Employees, students, contractors, visitors, and other stakeholders are prohibited from engaging in threatened or actual Workplace Violence.

E. Working at Home

If an Employee, student, or other stakeholder visits an Employee who is working at home on Southwestern business and an Act or Threat of Violence occurs between those individuals, this Policy will apply. This Policy also applies to Employees who commit an act of Workplace Violence while working at home. This Policy will not otherwise apply to Employees working for Southwestern in their private residence.

## F. Personal Situations

Personal situations need not be reported to Southwestern unless they pose a risk of violence in the Workplace. Examples of personal situations that could pose a risk of

BisonCares for Federal Work-Study Students. For information concerning the EAP, please contact Human Resources.

L. No Retaliation

Southwestern will not tolerate any retaliation against any Employee for reporting in good faith Threats of Violence or Acts of Violence, and violators will be subject to discipline.

M. Policy Revisions

Southwestern reserves the right to change or modify any aspect of this Policy at any time, with or without notice.