

Compliance Summer Series



COMPLIANCE INFORMATION AND RESOURCES ALL SUMMER LONG

Workplace Violence Prevention Policy

Both UConn and UConn Health are committed to maintaining a working environment that is free from workplace violence, with the safety and security of workforce members being of the utmost importance. As such, both UConn and UConn Health have policies designed to provide for the protection from workplace violence as well as outlined procedures for reporting and responding to such incidents. These policies support the executive order, issued by the Governor of the State of Connecticut that was implemented in 1999 outlining a zero tolerance policy for workplace violence.

UConn Policy

UConn Health Policy

WHAT BEHAVIORS MAY CONSTITUTE "WORKPLACE VIOLENCE"?



The **Executive Order** specifically identifies three types of workplace violence.

Bringing any weapon or dangerous instrument into any state worksite

Using, attempting to use, or threatening to use any weapon or dangerous instrument in a state worksite

Causing or threatening to cause death or physical injury to any individual in a state worksite

The spectrum of impermissible behavior is, however, broader than these three examples. According to the National Institute for Occupational Safety and Health (NIOSH), "workplace violence" is defined as: "any physical assault, threatening behavior or verbal abuse occurring in the work setting. It includes but is not limited to beatings, stabbings, suicides, shootings, rapes, near suicides, psychological traumas such as threats, obscene phone calls, an intimidating presence, and harassment of any nature such as being followed, sworn at, or shouted at." **The State of Connecticut Violence in the Workplace Policy and Procedures Manual, April 2012**

EXAMPLES OF BEHAVIORS IDENTIFIED AS POTENTIAL INCIDENTS OF WORKPLACE VIOLENCE



Threatening, intimidating, and/or harassing an employee

Possession or use of a weapon on UConn / UConn Health property, or the attempt or threat of such possession or use (unless required to do so as a component of one's job)

Cause or threaten to cause physical injury or death

REPORTING A CONCERN



UCONN

All must report incidents of workplace violence to the administration immediately by contacting the Office of Faculty and Staff Labor Relations at 860-486-5684.

UCONN HEALTH

All must report incidents of workplace violence to the administration immediately using the **UConn Health Workplace Violence Incident Report Form**. Supervisors and managers have an elevated responsibility to ensure all acts and behaviors or workplace violence are appropriately reported.

Should there be concern for immediate threat to health, safety, or property, please call 911.

SAFER CARE.

UCONN HEALTH IS A HEALING ENVIRONMENT.

Work in the healthcare setting?

Check out the "SAFER CARE" campaign for expectations of staff, patients, and the UConn Health community. **View it here.**

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