

WORKPLACE VIOLENCE

The State of Connecticut has adopted a statewide **Zero Tolerance** policy for violence under Executive Order No. 16.

Southern Connecticut State University values the safety and security of its employees and students. Threats, threatening behavior, or acts of violence against employees, students, visitors, guests, or other individuals by anyone on Southern Connecticut State University property will not be tolerated. Violations of this policy can lead to disciplinary action, which may include suspension, dismissal, expulsion, or criminal prosecution.

Any person who makes substantial threats, exhibits threatening behavior, or engages in violent acts on Southern Connecticut State University property shall be subject to removal from the premises as quickly as safety permits, and shall remain off the campus pending the outcome of an investigation. Southern Connecticut State University will initiate an appropriate response. This response may include investigation, suspension or expulsion of students, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved.

All Southern Connecticut State University personnel are responsible for notifying the management representative(s) designated below of any threats, which they have witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, personnel should also report any behavior they have witnessed, which could be perceived as threatening or violent, when that behavior is job related or might be carried out at the University, or is connected to University employment or academic study. Employees are responsible for making this report regardless of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening behavior. If the designated management representatives are not available, personnel should report the threat to their supervisor or another member of the management team.

All individuals who apply for or obtain a protective or restraining order, which lists University locations as being protected areas, must provide to the designated management representatives a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order that is granted, and a copy of any protective or restraining order which is made permanent.

Southern Connecticut State University understands the sensitivity of the information requested and will respect the confidentiality of the reporting employee to the extent permitted by law.

Designated management representatives are:

Police Chief Joseph M. Dooley
Director of Public Safety
(203) 392-5375
Granoff Hall
10 Wintergreen Ave.

Maria M Houser
Associate Vice President of Human Resources and Labor Relations
(203) 392-8810
Wintergreen Building