Proposed Disruptive Behavior in the Workplace Policy

To:
Campus Colleagues
Names and titles:
Division of Human Resources

Date::
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The proposed Disruptive Behavior in the Workplace policy is a substantive revision of the Workplace Violence policy. Replacing the phrase “workplace violence” with “disruptive behavior” more accurately describes behaviors that are prohibited in University settings. While the policy adheres closely to objective definitions of observable behavior, the language reinforces that disruptive behavior may be verbal as well as physical, and that conduct against a family member or household of a University community member is within scope for this policy. The new policy also states disciplinary action that may be taken, up to and including dismissal, expulsion, issuance of an exclusionary order, or criminal prosecution.

The policy revision also streamlines the text and clarifies the respective roles of the Dean of Students Office and Division of Human Resources.

The proposed policy and supporting documents may be viewed on the UA Policy website at http://policy.arizona.edu/ethics-and-conduct/proposed-disruptive-behavior-workplace-policy [1]. You are welcome to submit comments using the feedback box on the site.

Source URL: https://uaatwork.arizona.edu/uannounce/proposed-disruptive-behavior-workplace-policy

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