

# North Dakota State University

## Policy Manual

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### SECTION 163.1 WORKPLACE VIOLENCE

SOURCE: NDSU President

1. Violence, threats, intimidation, and other disruptive behavior in our workplace will not be tolerated. All reports of incidents will be taken seriously and will be dealt with appropriately. Such behavior can include, but is not limited to, oral or written statements, gestures, expressions that communicate a direct or indirect threat of physical harm, or acts of violence against person or property.
2. If you observe or experience such behavior by anyone on NDSU property, or while working off-site, report it immediately to a supervisor or manager. A supervisor or manager who receives a report of workplace violence must take immediate action on such reports. He/she is responsible, if additional action is needed, for referring the issue to the department head or appropriate Vice President for investigation and follow-up action. The University Police and Safety Office (UP&SO), Office of Human Resources/Payroll, the Counseling Center and/or the Center for Accessibility and Disability Resources are available to provide advice on such issues.
3. Threats or assaults that require immediate action by law enforcement should be reported first to police at 1-8998 or 9-911.

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#### HISTORY:

New	November 2001
Amended	October 2007
Amended	February 2009
Housekeeping	December 2009
Housekeeping	March 2, 2011
Housekeeping	July 19, 2023