



Workplace Violence

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Scope

This policy applies to all University of Nebraska at Omaha (“UNO” or “University”) employees, students, contractors, volunteers, and visitors while on UNO property or engaged in University business off-site.

Policy Statement

UNO is committed to maintaining a safe, respectful, and secure workplace. Violence or threats of violence of any kind, whether actual, attempted, or implied, are strictly prohibited. This includes physical acts, verbal or written statements, or any behavior that a reasonable person would interpret as threatening, intimidating, or violent.

Examples of prohibited conduct, include but are not limited to:

- Causing or attempting to cause physical injury to another person.
- Making threatening remarks or gestures.
- Aggressive or hostile behavior that creates a reasonable fear of injury or harm to another person or subjects another individual to emotional distress.
- Intentionally damaging University property or the property of another individual.
- Possession of firearms, weapons, explosives, fireworks, or other dangerous and/or hazardous devices or substances on University property without proper authorization.
- Conduct that intimidates, coerces, or threatens another individual including employees, students, customers, vendors, or visitors.

UNO will not tolerate retaliation against anyone who, in good faith, reports a concern or participates in an investigation under this policy.

Violations of this policy will result in disciplinary action, up to and including termination of employment, expulsion, or removal from University property.

Reason for Policy

The purpose of this policy is to prevent and address incidents of workplace violence and to promote a culture of safety, respect, and accountability at UNO. This policy supports the University of Nebraska’s systemwide commitment to providing a work and learning environment free from threats, intimidation, and violence.

Procedures

1. Reporting:

- Any individual who experiences, witnesses, or becomes aware of a potential threat or act of violence must report it immediately to their supervisor and to UNO Public Safety.
 - Reports can be made in person, by phone at 402-554-2911, or through UNO's online incident reporting form.
 - Anonymous reports will be accepted and investigated to the extent possible.
 - In emergencies, always call 911 or 402-554-2911 for immediate assistance.
2. **Investigation:**
- Human Resources and Public Safety will review and investigate all reports promptly and confidentially to the extent practicable.
 - Information will be shared only with those who have a legitimate need to know to ensure safety and proper response.
3. **Corrective Action:**
- If a violation of this policy is substantiated, the University may take appropriate corrective or disciplinary action in accordance with applicable policies, procedures, and collective bargaining agreements.
 - Threats or acts of violence may also be referred to law enforcement when warranted.
4. **Prevention and Awareness:**
- UNO encourages employees to participate in available safety training and conflict resolution resources.
 - Supervisors are expected to foster a respectful workplace and to promptly address early warning signs of conflict or aggression.

Definitions

Workplace Violence: Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior occurring at the workplace, whether directed toward employees, students, or visitors.

Threat: Any expression or indication, verbal or nonverbal, of intent to cause harm or inflict injury.

Intimidation: Conduct that causes another individual to reasonably fear bodily harm or property damage.

Weapon: Any object or substance designed or used to inflict harm, including firearms, knives, explosives, or other dangerous devices, except as authorized by law or University policy.

History

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor's Cabinet in October 2015. It was revised in June 2016.

02.26.26: Proposed draft revision to include, but not limited to, the following: The new policy expands scope to additional groups and off-site activities. Prohibited conduct to include implied threats, attempted injury, and other threatening behavior, while adding explicit anti-retaliation protections and expanded consequences. It also formalizes reporting, investigation, and prevention procedures and adds a new definitions section.