



Workplace Violence Policy # 1710.343

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
November 20, 2009	February 15, 2024	Division of Human Resources Employee & Labor Relations

POLICY STATEMENT

Florida International University is committed to providing faculty, staff, and students an environment that is safe, secure, free from threats, intimidation, and violence. Such behavior while on university owned or controlled property, or while engaged in official University business, is strictly prohibited, and will not be tolerated. Faculty, staff and student employees are expected to conduct themselves in a manner that promotes a community free from violence, including but not limited to threats of violence, harassment, intimidation, bullying, and disruptive behavior of a violent nature, irrespective of the motivation of the person acting in this manner.

Any form of violence by an employee against another employee, student, vendor or visitor to the University, including but not limited to physical attack, intimidation, bullying, threats or property damage, and irrespective of whether or not the violent act was motivated by an attack on someone based on but not limited to race, national origin, sex and/or sexual orientation, shall be cause for disciplinary action up to and including dismissal and may also result in criminal prosecution, if federal, state or local laws are violated.

Employees who intentionally file false reports pertaining to workplace violence shall be subject to disciplinary action, up to and including dismissal and may also result in criminal prosecution.

Florida International University, as a member of the State University System of Florida, is an Equal Opportunity, Equal Access Affirmative Action Employer. FIU prohibits discrimination based on race, color, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, religion, age, disability, marital status, veteran status, and other protected categories. The University's commitment extends to its programs and activities, applicants, students, and employees.

SCOPE

This policy applies to all employees.



DEFINITIONS	
TERM	DEFINITIONS
Bullying	Systematically and chronically inflicting physical hurt or psychological distress on one or more individuals.
Harassment	Any threatening, insulting, or dehumanizing gestures of data or computer software, ow written, verbal or physical conduct against a person that results in reasonable fear of harm o that person or their property.
Intimidation	An intentional act towards another person(s) that results in reasonable fear for his or her safety and/or the safety of others in the workplace.
Physical Attack	Unwanted or hostile physical contact such as hitting, kicking, fighting, pushing shoving, or throwing objects.
Property Damage	Intentional damage to or destruction of property owned by the University or its students, employee vendors or visitors.
Threat	The express intent to cause physical or mental harm. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry it out and without regard to whether the expression is contingent, conditional, or future.
Workplace Violence	Defied as any actual or threatening behavior of a violent nature, as understood by a reasonable person, exhibited by faculty, staff, student employees or others, but is not limited to, intimidation, threats, physical attack, bullying, domestic violence or property damage.

ROLES AND RESPONSIBILITIES

All faculty and staff should report behaviors to Employee & Labor Relations unless there is an immediate threat in which case all faculty and staff should immediately contact the FIU Police Department at their emergency numbers: Modesto Maidique Campus 305-348-5911 or Biscayne Bay Campus 305-919-5911.

Employee & Labors Relations will have oversight of the cases reported.

CONTACTS

Florida International University
Division of Human Resources
Employee & Labor Relations, PC 236
Miami, FL 33199
Telephone: 305-348-4186
email: ELR@fiu.edu



HISTORY

Initial Effective Date: November 20, 2009

Review Dates (*review performed, no updates*): N/A

Revision Dates (*updates made to document*): February 12, 2021; February 15, 2024.