

## **POLICY ON THREATENING, HARASSING, AND VIOLENT BEHAVIOR IN THE WORKPLACE**

[\(Proposal 1-97\)](#)

[\(Proposal 5-03\)](#)

### **Senate Policy 205.1**

Michigan Technological University is a diverse community that requires an environment of trust, openness, and physical safety where productive work, teaching, and learning can thrive. The University recognizes the necessity of protecting individual rights and encouraging free speech, but also recognizes that certain conduct can threaten the mutual respect that is the foundation of scholarly communities. This policy is intended to secure freedom of expression while maintaining the safe and cooperative environment that is vital to a university community. Nothing in this policy shall infringe upon academic freedom, constitutionally protected freedom of speech, or the conventions of scholarly debate in the academic community.

This policy does not abrogate other policies, rights, and regulations set forth by the university. Further, federal and state laws and local ordinances will be enforced notwithstanding any provision of this policy.

At Michigan Technological University there is no place for threatening, harassing, or violent behavior. Acts of violence include any application of unlawful force upon another person in the workplace, whether intentional, negligent, or reckless, and whether or not injury has occurred. A threat of violence includes any behavior that, by its very nature, causes another person to fear the application of unlawful force, either immediately or in the future. Harassing behavior includes, but is not limited to, any form of blatant or repeated unconsented contact with another person that would cause a reasonable individual to suffer emotional distress. Harassing behavior does not include constitutionally protected activity or conduct that serves a legitimate purpose.

These behaviors by any member of the Michigan Technological University community are prohibited, and individuals engaging in these behaviors are subject to disciplinary procedures ranging from reprimand to termination or expulsion.

This policy shall be administered in accordance with procedures established by the Provost and Senior Vice President for Academic and Student Affairs in consultation with the University Senate.

**Adopted by Senate: April 1, 1998**

**Approved by President: April 23, 1999**

**Adopted by Senate: 6 November 2002**

**Approved by President: 31 January 2003**