

# The University Senate of Michigan Technological University

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## PROPOSAL 1-97

### POLICY ON THREATENING OR VIOLENT BEHAVIOR

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.

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 or violent behavior. Acts of violence include any physical action, whether intentional or reckless, that harms or threatens the safety of another individual in the work place. A threat of violence includes any behavior that, by its very nature, could be interpreted by a reasonable person as an intent to cause harm to another individual.

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 Executive Vice President and Provost in consultation with the University Senate.

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

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

**Became Senate Policy 205.1**