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Policy Information

Effective Date:

March 8, 2019

Last Revised Date:

September, 2018

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Purpose and Summary

Disruptive Behavior in the Workplace is a substantive revision of the Workplace Violence policy.

We propose to replace the phrase “workplace violence” with “disruptive behavior” to more accurately describe behaviors that are prohibited in University settings. While we have adhered closely to objective definitions of observable behavior, we have reinforced that behavior may be verbal as well as physical, and that conduct against a University community member’s family or household is within scope for this policy. The new policy also states disciplinary action that may be taken, up to and including dismissal, expulsion, issuance of an exclusionary order, or criminal prosecution.

This third proposed revision clarifies language in the second revision.

[Redlined Disruptive Behavior Policy](#) [2]

[Disruptive Behavior Policy Impact Statement](#) [3]

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Links

[1] <mailto:hrrsolutions@email.arizona.edu>

[2]

<http://tobaccofree.arizona.edu/sites/default/files/uploads/DISRUPTIVE%20BEHAVIOR%20IN%20THE%20WORKPLACE-3-15-19.pdf>

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<http://tobaccofree.arizona.edu/sites/default/files/uploads/Disruptive%20behavior-Impact%20Statement.pdf>