

DISRUPTIVE BEHAVIOR IN THE WORKPLACE

PURPOSE AND SUMMARY

The University of Arizona is committed to providing a safe and inclusive environment ~~for its students, employees, vendors, and visitors.~~ This policy details ~~the University's expectations for prohibited~~ workplace conduct and describes how policy violations will be managed.

SCOPE

This policy applies to ~~regular~~ University employees; graduate and undergraduate students employed by the ~~university;~~ University; and affiliates, associates, volunteers, vendors, and visitors ~~into the University's workplace~~ University.

DEFINITIONS

"Damaging Property" means intentionally or recklessly damaging, defacing, or destroying property owned, controlled, or leased by the University or its students, employees, affiliates, associates, vendors, volunteers, or visitors.

"Disruptive Behavior ~~in the Workplace~~" ~~is defined as~~ means conduct that significantly interferes with or obstructs University activities in the Workplace. It may include:

- Damaging property;
- Intentionally or recklessly causing physical harm to a person;
- Threatening behavior; and
- Stalking or intimidating a person; ~~and~~
- ~~Intentionally hindering another person from participating in University business.~~

"Employee" ~~means an individual who is employed by the Arizona Board of Regents/University under the classifications of "faculty"; "classified staff"; "academic, administrative, or service professional"; affiliate, associate, volunteer, graduate assistant or associate; or student worker.~~

"Imminent Danger" ~~means any condition or practice that would cause a reasonable person to fear death, serious physical harm to one's self or another person, or substantial damage to property.~~

"Intimidating" means using words or actions that would cause a reasonable person to fear personal harm or property damage.

"Stalking" means an intentional or knowing course of conduct directed toward another person if that conduct either would cause a reasonable person to suffer substantial emotional distress or to fear personal harm to themselves or someone close to them.

"Threatening" means expressing, through word or conduct, an intent to cause physical harm or property damage.

"Workplace" means locations where University employees perform University work. It includes (1) all University-owned, -controlled, or -leased premises, including satellite locations; (2) any location in which employees are representing the University, including attendance at off-campus meetings or conferences; (3) ~~while riding in~~ University-owned or -leased vehicles or while driving in one's own vehicle for work purposes; and (4) any other location at which University business is being conducted at the time the Disruptive Behavior occurs.

POLICY

Prohibited Conduct

The University prohibits Disruptive Behavior in the Workplace. Individuals who violate this policy will be subject to disciplinary action ~~that could include, including~~ reprimand, demotion, denial of promotion, termination from employment, and suspension or expulsion from an educational program. Disruptive Behavior in the Workplace may also result in the issuance of a University exclusionary order and/or criminal prosecution. ~~This policy also prohibits retaliation~~ Retaliation against anyone who makes a good faith report of a violation of this policy is prohibited.

Reporting Disruptive Behavior in the Workplace

In the event of an emergency, including an imminent threat to someone's safety or to property in the ~~workplace~~ Workplace, immediately contact local law enforcement.

Disruptive Behavior in the Workplace should be reported to an academic department head, immediate manager, or supervisor (if applicable). Supervisors are encouraged to consult with the Division of Human Resources for guidance in addressing reports of Disruptive Behavior in the Workplace. The University will, to the extent possible, handle these reports confidentially, except ~~to the extent~~ as necessary to communicate ~~to~~ with individuals who need to know pertinent information ~~so that they may~~ to take appropriate action. The University also may be required to report such incidents to comply with state and federal laws and regulations.

FREQUENTLY ASKED QUESTIONS*

Q: Does this apply to students who engage in disruptive behavior in a non-work setting?

A: No; there are other University policies that address prohibited behavior in non-work settings.

Q: Are sexual harassment and sexual assault covered by this policy?

A: No; the University's Nondiscrimination and Anti-~~Harassment~~harassment Policy addresses discrimination, including harassment and retaliation based on a protected classification, including race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information.

RELATED INFORMATION*

Definitions in this policy may differ from definitions under Arizona law.

Additional policies related to conduct may be found at:

Arizona Board of Regents Policy 5-308. Student Code of Conduct (link is external), available at <https://public.azregents.edu/Policy%20Manual/5-308-Student%20Code%20of%20Conduct.pdf>

A.R.S. § 13-1202 Threatening or intimidating; classification, available at: <https://www.azleg.gov/ars/13/01202.htm>

A.R.S. § 13-2923: Stalking; classification; exceptions; definitions, available at: <https://www.azleg.gov/ars/13/02923.htm>

Disruptive Behavior in an Instructional Setting, available at <http://policy.arizona.edu/education-and-student-affairs/disruptive-behavior-instructional-setting>

Threatening Behavior by Students, available at <http://policy.arizona.edu/education-and-student-affairs/threatening-behavior-students>

Classified Staff Rules of Conduct 401.0, available at <http://policy.arizona.edu/employmenthuman-resources/classified-staff-rules-conduct>

University Handbook for Appointed Personnel 7.01.01, available at <http://policy.arizona.edu/employmenthuman-resources/statement-professional-conduct>

The University's Nondiscrimination and Anti-harassment Policy, available at <http://policy.arizona.edu/human-resources/nondiscrimination-and-anti-harassment-policy>

REVISION HISTORY*