

University Policy Impact and Tracking Statement

Proposed or Revised Policy Title: Disruptive Behavior in the Workplace
Policy Sponsor: Allison M. Vaillancourt, Vice President, Business Affairs & Human Resources
Senior Leadership Review Dates: N/A
Publication Dates: <i>Lo Que Pasa</i> - <i>UAnnounce</i> - Memo Submitted 9/24/18; second revision memo submitted 3/8/19 Other -

Policy description: Disruptive Behavior in the Workplace is a substantive revision of the Workplace Violence policy, as the redline shows.

Reason for new policy or revision:

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.

The policy revision streamlines the text and clarifies the respective roles of the Dean of Students Office and Division of Human Resources.

Major impacts to University and potential stakeholders:

This revision is intended to clarify the University’s expectations for conduct as well as how policy violations will be managed.

Anticipated concerns or objections:

We anticipate two very different set of concerns. Some stakeholders have expressed their concern that the proposed policy language does not go far enough to protect the psychological safety of University community members and they have called for more expansive language to prohibit workplace “bullying.” Other stakeholders have expressed concerns about First Amendment rights to free speech and argued that vigorous and prolonged intellectual arguments could be labeled disruptive behavior.

Estimate and description of financial cost to implement, if any:

No additional costs are anticipated.

Will the policy affect any of the following?

Existing UA Policy Yes No

Compliance with federal law/regulations Yes No

Existing UA Procedure Yes No

Compliance with state law/regulations Yes No

Existing Board Policy Yes No

General Public Yes No

Describe any item checked "yes":

The only effect on policy is replacement of the Workplace Violence policy with the currently proposed version. Substantive changes in UA procedures are not anticipated.

The change may have a peripheral effect on the general public. Both Workplace Violence and the current Disruptive Behavior in the Workplace policy apply to visitors. However, the scope of Disruptive Behavior in the Workplace has been expanded to include the families or established households of employees, vendors, visitors, or students.