UNIVERSITY AT BUFFALO
WORKPLACE VIOLENCE PREVENTION POLICY STATEMENT

The University at Buffalo (UB, University) is committed to providing a safe work environment for all employees and has a zero tolerance policy with regard to any act or threat of violence made in the workplace, on University property, or by an employee while conducting University business. The University will respond promptly to threats, acts of violence, and acts of aggression by employees or against employees by coworkers, members of the public, students, or others. Violent conduct or any threat of violence implied or direct, is prohibited on University property or in connection with University business. This includes but is not limited to:

- the use of force with the intent to cause harm, e.g., physical attacks, any unwanted contact such as hitting, fighting, pushing, or throwing objects
- behavior that diminishes the dignity of others through unlawful harassment, including harassment based on sex, race, national origin, religion, disability, age, or sexual orientation
- acts or threats which are intended to intimidate, harass, threaten, bully, coerce, or cause fear of harm whether directly or indirectly
- acts or threats made directly or indirectly by oral or written words, body language, gestures, or symbols that communicate a direct or indirect threat of physical or mental harm
- stalking a person with the intent of causing fear.

An individual may not carry, possess, or use any dangerous instrument or weapon on University property or in University buildings without legal authority to carry a weapon in the performance of his/her duties.

This policy is designed to meet the requirements of NYS Labor Law 27b and highlights some of the elements that are found within our Workplace Violence Prevention Program. Management, along with authorized employee representatives, were involved with this program and we will work together to keep the University at Buffalo a safe place to work.

All employees will be provided information on Workplace Violence during the new hire orientation program and annually thereafter. The Workplace Violence Prevention policy can be found in the University Policy Library at http://policy.business.buffalo.edu under Human Resources.

Employees who are victims of violence, receiving threats, or have a specific cause to be concerned for their safety, can request a police escort by calling University Police at 645-2227.

University at Buffalo employees have a responsibility to report all incidents and concerns regarding potential workplace violence to University at Buffalo Police 645-2227, or in an emergency 645-2222, their Supervisor, and/or the Office of Employee Relations at 645-7777.

UB ALERT Emergency Information: In the event of a workplace safety issue, campus police will alert the campus via email and/or text message. Please sign up for “UB Alert” at http://emergency.buffalo.edu to have this information sent to you via email and/or text message. All alerts are posted on the UB Police Web site at http://upolice.buffalo.edu.

SBI Safety Services provides walking escorts Sunday through Thursday from 6pm to midnight; visit http://subboard.com/he/safety_services/walk_stations.asp. The cell phone numbers to request an escort are: South Campus (716) 348-1608; North Campus (716) 348-7258.