

**WEST LIBERTY UNIVERSITY BOARD OF GOVERNORS**  
**POLICY 45: WORKPLACE THREATS AND VIOLENCE**

**STATEMENT:**

Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone on University property, will not be tolerated. Violations of this policy will lead to disciplinary action which may include dismissal, arrest, and prosecution where warranted.

**PROVISIONS:**

I. Any person who makes threats of violence against another person, exhibits threatening behavior, or engages in violent acts on University property shall be removed from the premises as quickly as safety permits and shall remain off University premises pending the outcome of an investigation. The University administration will initiate an appropriate response. This response may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved.

II. No existing institutional policy, practice, or procedure should be interpreted to prohibit decisions designed to prevent a threat from being carried out, violent act from occurring or a life threatening situation from developing.

III. Any individual who applies for or obtains a protective or restraining order which lists campus locations as being protected areas must provide the Campus Police Department with a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order which is granted, and a copy of any protective or restraining order which is made permanent.

IV. The University understands the sensitivity of the information requested and has confidentiality procedures which recognize and respect the privacy of the reporting employee(s). The Department of Campus Police may be contacted by phone at (304) 336-8021.

Approved by the WLSC Board of Governors on 12/11/06.