3-01/030.24 - Definition of Workplace Violence

Workplace violence is a form of employee misconduct. For the purposes of this policy, ***Workplace Violence*** can take the form of violent acts or the threat of violence which may include:

- Verbal Attacks:
  - threats implying property will be destroyed;
  - threats toward another person, their family members and associates; and/or
  - threats by challenging another person to fight;
- Physical Attacks:
  - assaults; and/or
  - engaging in dangerous or threatening horseplay;
- Use of Weapons:
  - use of a gun, knife or other object to inflict injury upon another; and/or
  - use of a gun, knife, or other object to threaten or intimidate another;
- Stalking:
  - willfully, maliciously, repeatedly follow or harass another and make a creditable threat with the intent to jeopardize the safety of another.