

WORKPLACE VIOLENCE AND WEAPONS

Policy Number: 133GS

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Scope

This Policy on Workplace Violence and Weapons applies to faculty, staff, predoctoral researchers, summer scholars and applicants ("Covered Individuals") of The Graduate School of the Stowers Institute for Medical Research ("The School").

Purpose

The SGC is committed to preventing workplace violence and to maintaining a safe work environment.

The School is included in the Stowers Group of Companies ("SGC") Organizations and has adopted the following policy as its own.

Policy

The SGC does not tolerate any type of workplace violence or threats of such violence committed by or against Covered Individuals while on SGC premises or while conducting SGC business. In furtherance of this policy, and because the SGC believes in the dignity of its members and others associated with the SGC, Covered Individuals are expected to treat everyone they encounter during their workday or other association with the SGC with courtesy and respect.

The SGC also does not permit either the possession or the concealed or open carrying of weapons, including but not limited to firearms, knives, or explosives, anywhere on the premises, including in vehicles or in parking facilities, or while conducting SGC business. This provision does not apply to SGC security guards specifically authorized to possess such weapons in the performance of their functions at the SGC.

The following are examples of the types of conduct that are prohibited while on SGC premises or conducting SGC business:

- Direct and indirect threats of physical violence
- Roughhousing (e.g., pushing and shoving and other physical contact of a similar nature)
- Intentionally damaging or attempting to damage SGC property or the property of another person
- Possession or concealed or open carrying of firearms, knives, explosives or other weapons anywhere on SGC premises, including in vehicles or in parking facilities, or while conducting SGC business.

The foregoing are examples only. Other conduct, whether verbal or non-verbal, which violates the spirit and intent of this policy is also prohibited.

Anyone who obtains, modifies, or rescinds a protective order or restraining order that identifies SGC premises as being a protected area must provide a copy of such order to the Director of Security. The SGC will take reasonable steps to provide a safe workplace for Covered Individuals. The SGC understands the sensitivity of such information and will keep the information confidential to the extent possible.

Covered Individuals should immediately report suspicious activities or individuals to a member of management or to the Security Department.

Anyone subject to actual or threatened violence on SGC premises or while on SGC business, whether by a Covered Individual or someone else, or who becomes aware of any violation of this policy, should immediately report the matter to a member of management or the Security Department. Reports or incidents warranting confidentiality will be handled appropriately, and information will be disclosed on a need-to-know basis. The Security Department will investigate all reports of threats, violence, or other violations of this policy and, pending the outcome of the investigation, may reassign or suspend or remove the involved person(s) or take other action as necessary to provide a safe workplace. Retaliation for reporting workplace violence is prohibited and should be reported immediately to the Associate Dean for Administration.

Covered Individuals engaging in acts violating this policy may be disciplined, up to and including termination of employment or association with the SGC, and may be reported to the authorities. Anyone engaged in acts violating this policy on SGC premises or against a Covered Individual while on SGC business may be reported to the authorities and may be subject to additional action as appropriate. For appropriate safety steps to take when confronted with violence in the workplace, please refer to the "Workplace Violence" section of Policy 400, "Emergency Action Plan."

This policy was approved by the GSSIMR Board of Directors on September 5, 2018.
This policy was last updated by the GSSIMR Board of Directors on November 09, 2020.
This policy will be reviewed by the GSSIMR Board of Directors in 2022.