THE UNIVERSITY OF MICHIGAN
STANDARD PRACTICE GUIDE

SECTION:	General University Policies and Procedures	**Number:**	601.18
		Revised:	10/11/05
SUBJECT:	Violence in the University Community	**Date Issued:**	4/1/03
		Review Date:	10/11/09
APPLIES TO:	All Faculty, Staff, Contractors, Students and Visitors	**Attachment(s)**	0
ISSUED BY:	Human Resources and Affirmative Action		

Policy

The University is committed to maintain an environment that is safe and free from violence and will not tolerate violent and threatening behavior. All University community members share the responsibility and are expected to maintain a climate of behavior that does not foster acts of violence, threats, and aggression.

Acts of violence, threats, and aggression are considered to be misconduct. Refer to SPG 201.12 regarding discipline (Performance and Conduct Standards) for issues related to employee misconduct. Refer to Regent's Bylaw 5.09 for faculty conduct. Refer to the Office of Student Conflict Resolution regarding issues of student conduct.

Definitions

Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, general public or the University community at large. Examples of such behavior include on or off duty or off premises acts that adversely affect the University:

1. Any act which is physically assaulting
2. Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression
3. Any act that threatens harm to another person or damage to property
4. Domestic violence
5. Stalking (including electronic stalking)

If you see or suspect violent behavior:

Seeking Emergency Assistance

Should a violent act occur and/or you need immediate assistance, contact the Department of Public Safety at 911.

Seeking Assistance from University Resources

The University provides a host of resources to address potential or actual acts of violence and aggression. Individuals are encouraged to seek assistance from the law enforcement, Academic and Staff HR Services, and professional counseling services.

Departments are encouraged to offer training regarding Violence in the Workplace to be arranged with Academic and Staff HR Services for faculty and staff. For student programs, contact the Office of Student Conflict Resolution, the Sexual Assault Prevention and Awareness Center, Counseling and Psychological Services, and Housing Residence Education.

Reporting a Violation of University Policy

Any member of the University community, contractor, or visitor can report a violation and seek assistance. In addition, employees in positions of authority (including deans, directors, chairs, supervisors, faculty, graduate student instructors, coaches or others who oversee employees or students) have an obligation to contact the appropriate resources if they see or are informed of violence or threats of violence.

1. The Department of Public Safety (DPS) serves members of the University community, contractors and visitors who experience violence or threats of violence. DPS provides consultation and preventive services as well as an immediate law enforcement response.

   Ann Arbor Campus http://www.umich.edu/~safety/
   Health System http://www.med.umich.edu/security/
   Flint Campus http://www.flint.umich.edu/resources/offices/safety/
   Dearborn Campus http://www.umd.umich.edu/dept/safety/

2. The Office of Student Conflict Resolution (OSCR) addresses violence or threats of violence perpetrated by a student. Members of the University community, contractors and visitors concerned about such violence should contact OSCR and/or the appropriate dean or department chair.

   Ann Arbor Campus http://www.umich.edu/~oscr/
   Health System http://www.med.umich.edu/mworks/eap
   Dearborn Campus http://www.umd.umich.edu/support/

3. Academic and Staff HR Services addresses violence or threats of violence that involves a faculty or staff member. Members of the University community, contractors and visitors concerned about such violence should report to the appropriate manager and/or to Academic and Staff HR Services. Supervisors receiving such reports should contact Academic and Staff HR Services. Individuals may also contact the Office of Gender Equity and Sexual Harassment Policy.

   Ann Arbor Campus http://www.umich.edu/~hraa
   Health System http://www.med.umich.edu/umhshr
   Flint Campus http://vca.umflint.edu/hr/
   Dearborn Campus http://www.umd.umich.edu/univ/bus/hraa/

Seeking Confidential Counseling

1. Faculty and staff may contact the Faculty and Staff Assistance Program (FASAP) for any personal concerns related to violence or aggressive behavior. http://www.umich.edu/~fasap/
2. Health System employees and family members may contact the UMHS Employee Assistance Program (UMHS EAP) for any personal concerns related to violence or aggressive behavior. http://www.med.umich.edu/mworks/eap
3. Faculty, staff, and students may contact the Sexual Assault and Prevention Awareness Program (SAPAC) in the case of sexual assault, domestic violence or stalking. http://www.umich.edu/~sapac/
4. Students may seek services from the Student Affairs Counseling and Psychological Services (CAPS). http://umich.edu/~caps/