



**POLICY ON VIOLENCE IN THE WORKPLACE**

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**Effective Date: June 19, 2009**  
**Responsible Office: Human Resources**  
**Division: Finance**

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**I. PURPOSE/OBJECTIVE**

To comply with Title 38:1543 of Louisiana Revised Statutes and to promote a safe and assault-free working environment for all University constituents (students, faculty, staff, guests).

**II. STATEMENT OF POLICY**

Grambling State University is committed to maintaining and enhancing a safe environment that is conducive to working, learning and living for all university constituents. The University must have an environment in which all faculty, staff, students, and guests can study, live, and work without intimidation or fear.

Grambling State University prohibits aggressive acts, verbal or nonverbal threats of violence or harassment by or against faculty, staff, administrators, students and visitors to its campus. The university continuously analyzes various activities and the work site to minimize the effects of violence, threatening, and harassing behaviors.

All individuals employed at the university are required to participate in a training sessions on violence in the workplace upon employment, and once every three years thereafter. The training is designed to help detect early signs of potential violent behavior and provided protocol for reporting incidents of violent, threatening and harassing behavior.