

**December 1st, 2008**

## **University of Ottawa Policy on Violent or Threatening Behavior**

### **1.0 Reason for Policy**

To state clearly the university's refusal to tolerate violence, threats or intimidation and to describe possible consequences of such action or actions.

### **2.0 Policy Statement**

This Policy applies to all members of the University of Ottawa community including individuals employed directly or indirectly at the University, students, and visitors.

The University of Ottawa is committed to creating and maintaining a safe, positive and productive learning and working environment. Therefore, the University will not tolerate threats, intimidation or violence. Individuals who are found to have engaged in such activities will be subject to disciplinary action which may result in termination of employment, expulsion from educational programs and a ban from university property.

### **2.1 Definitions**

For the purpose of this policy, violent or threatening behavior shall be deemed to include intimidation.

- a) **Threats** include verbal and/or physical actions that create fear or apprehension of bodily harm.
- b) **Intimidation** is defined as conduct or harassment that disrupts the work environment and/or results in a reasonable fear for personal safety.
- c) **Violence** is defined as physical attack(s) that may cause injury and/or verbal attacks that may cause emotional trauma.

### **3.0 Response to Violent or Threatening Behaviour**

The University of Ottawa will not tolerate or condone any form of violence and will make every reasonably practicable effort to ensure that no member of the University community is subjected to violence in the University environment. The University will act quickly to investigate or have Law Enforcement Officers investigate any reports of violence, and will take appropriate corrective action where violence is substantiated. The University will also act to minimize the psychological harm done to members of the University community if violence does occur.

Incidents of violence or threatening behaviour will be assessed by the Director of Protection Services or his/her replacement. A Threat Assessment Team will be convened based on level of threat and as described in the attached process. **(Please see appendix-A)**

The Threat Assessment Team will be comprised of the following core members:

- Director of Protection Services
- Manager, Counseling and Personal Development Service
- Legal Counsel
- Health Services staff member
- Assistant Director, Human Resources Service, Staff Relations or Academic Labour Relations

Additional members can be requested to assist the Threat Assessment Team on an Ad hoc basis depending on the level of expertise needed.