I. Title: Violence in the Workplace

II. Purpose

A. To clarify behaviors that constitute violence in the workplace and plan a program that will reduce incidents of workplace violence.

III. Policy

A. The University of Texas Health Science Center at San Antonio strives to provide a safe and secure environment to all faculty, staff, students and patients who access the campus ensuring that they can teach, research, study and receive treatment.

B. Employees who violate this policy will be subject to disciplinary action up to and including termination. Such actions by students may result in disciplinary action up to and including expulsion. In addition, persons who intentionally bring false charges will also be subject disciplinary action up to and including termination or expulsion. Non-employee violations of this policy will be handled in accordance with applicable laws including criminal prosecution if federal, state, or local laws are violated.

IV. Definitions

A. ACTS OF VIOLENCE: Include any physical action, whether intentional or reckless, that harms or threatens the safety of another individual in the workplace.

B. A THREAT OF VIOLENCE: Includes any behavior that by its very nature could be interpreted by a reasonable person as intent to cause physical harm to another individual.

C. WEAPON: A handgun, illegal knife, club or other item as defined by Chapter 46 of the Texas Penal Code.

D. WORKPLACE: Includes all University facilities and off campus locations where faculty, staff, students or patients are engaged in University business.

E. WORKPLACE VIOLENCE: Is any act against a member of the faculty, staff, students or patients that creates a hostile work environment and negatively affects them, either physically or psychologically. These acts include all types of physical or verbal assaults, threats, coercion, intimidation and all forms of harassment.
V. Weapons

A. The University of Texas Health Science Center at San Antonio is a public institution of higher education as defined by Section 61.003, Education Code and Section 46.035 of the Texas Penal Code. Texas Penal Code Chapter 46 and other applicable statutes govern the carry of all types of weapons on campus, including firearms. Generally, weapons are prohibited on campus.

B. Senate Bill 11 (Campus Carry) changed various Texas Codes to permit the carrying of concealed handguns by duly licensed holders on the University of Texas Health Science Center campus. The University’s implementation is outlined in the Handbook of Operating Procedures (HOP), Section 8.12.1, “Campus Carry”.

C. Additional up to date information, including answers to frequently asked questions (FAQs) and implementation maps indicating concealed handgun license zones and exclusion zones can be accessed at the following link: http://www.uthscsa.edu/police/campus-carry/home

D. Any persons that observe a weapon of any type should contact University Police immediately to report the incident. The police will investigate and take appropriate action under law and applicable policies.