

Safety Note #106

WORKPLACE VIOLENCE AWARENESS



Information available from the National Institute for Occupational Safety and Health (NIOSH) indicates one million workers are assaulted annually at their workplaces. In addition, approximately 750 of these annual assaults result in fatalities.

California Code of Regulations Title 8, Section 3203 (a) (7) requires employers to provide employees training about workplace hazards, including workplace violence, as part of an Injury and Illness Prevention Program.

Workplace Violence Definition

University of California, Davis Policy and Procedure Manual, Section 390-30 defines workplace violence to include both violence and disruptive or threatening acts that can lead to violence as follows:

- Disruptive behavior – actions that disrupt normal work activities, such as yelling, wild gestures, or demands for an immediate answer.
- Threatening behavior – a verbal or written statement or a physical action that would cause a reasonable person to fear for his or her safety or the safety of others.
- Violent behavior – a physical assault on a person, or a physical action intended to damage property.

Reporting Workplace Violence

It is the responsibility of all ANR employees to promptly report any incidents of workplace violence, as defined above, to a supervisor or manager.

Consequences of Workplace Violence

- An employee that commits workplace violence may be disciplined ranging from a written or verbal reprimand up to and including job dismissal.
- Certain types of workplace violence are violations of the California Penal Code and when appropriate, will be referred to the legal system for civil action or prosecution.
- Under California Penal Code Sections 626.9 (h) and 626.9 (l) it is a felony for anyone to bring firearms onto University property without the written permission of the relevant University official.
- An employee may be suspended or put on investigatory leave for performing an act of workplace violence.
- Any person may be restricted from University property, after notice has been given under the California Penal Code Sections 626.4 and 626.6, for performing an act of workplace violence.
- Any person performing an act of workplace violence may be restricted from University property by a court-issued restraining order.

Additional information about workplace violence is available in Safety Note [#107 Workplace Violence Prevention](#) and Safety Note [#108 Workplace Violence Response](#). Videos, entitled “Violence in the Workplace” (E—055) and “Workplace Violence for Management,” (E-057) are also available for loan from the ANR Environmental Health & Safety Library at <http://safety.ucanr.org>.