



8.9.1 Violence in the Workplace

Chapter 8 - Health & Safety	Original Effective Date: June 2000
Section: 8.9 Violence in the Workplace	Date Last Reviewed: February 2023
Responsible Entity: University Chief of Police	Date Last Revised: February 2023

I. Purpose

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

II. Scope

This policy applies to all persons regardless of status or classification to include faculty, staff, students, residents, affiliates, emeritus, retirees, stipend paid, volunteers, trainees, temporary agency workers, guests, vendors, visitors, and contractor personnel.

III. Policy

- A. The University of Texas Health Science Center at San Antonio (UT Health 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.
- C. Weapons
 1. UT Health 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.

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2. Senate Bill 11 (Campus Carry) changed various Texas Codes to permit the carrying of concealed handguns by duly licensed holders on UT Health San Antonio campus(es). The University's implementation is outlined in the Institutional Handbook of Operating Policies (IHOP) Policy [8.12.1 Campus Carry](#).
3. 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 on the University's [campus carry website](#).
4. 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.

IV. Definitions

When used in this document, the following words have the meaning set forth below unless a different meaning is required by context.

Acts of Violence - any physical action, whether intentional or reckless, that harms or threatens the safety of another individual in the workplace.

A Threat of Violence - any behavior that by its very nature could be interpreted by a reasonable person as intent to cause physical harm to another individual

Weapon - a handgun, illegal non-firearm weapon, location-restricted knife, club or other item as defined by Chapter 46 of the Texas Penal Code.

Workplace - all University facilities and off campus locations where faculty, staff, students or patients are engaged in University business.

Workplace Violence - 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. Related References

For questions regarding this policy, contact the University Police at 210-567-2800 or utpolice@uthscsa.edu.

UT Health San Antonio, UT Police Campus Carry website
<http://www.uthscsa.edu/police/campus-carry/home>

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
06/2000	Policy Origination		
10/2018	Policy Revision		
02/2023	Policy Review, discretionary edits	UTPD/ICPO	2/03/23