

Violence in the Workplace Policy

This section describes PIU's policies for preventing and responding to bullying, disruptive, threatening or violent behavior involving anyone on the PIU Campus or a PIU Teaching Facility. This pertains to actions on the campus or through use of PIU's internet site. This policy will pertain to faculty, staff, students or general community members. This policy serves as guidance for protecting the PIU community from and responding to, such conduct when directed toward them by unaffiliated visitors.

Definitions

A. Disruptive Behavior disturbs, interferes with, or prevents normal work functions or activities. Disruptive behavior includes bullying (either virtual or actual), yelling, using profanity, stalking, waving arms or fists, or verbally abusing others; making inappropriate demands for time and attention; making unreasonable demands for action (demanding an immediate appointment or a response to a complaint on the spot); or refusing a reasonable request for identification.

B. Threatening Behavior includes physical actions short of actual contact and/or injury (i.e. moving closer aggressively), stalking, general oral or written threats to people or property ("You'd better watch your back or I'll get you!") as well as implicit threats ("You'll be sorry!" or "This isn't over!").

C. Violent Behavior includes physical assault, with or without weapons; behavior that a reasonable person would interpret as being violent (i.e. throwing things, pounding on a desk or door, or destroying property); and specific threats to inflict physical harm (i.e. threat to shoot or harm a named victim).

Policy

A. PIU can best perform its mission of providing accessible, excellent, transformational Christian higher education when faculty, students, staff, and visitors share a climate that supports a safe learning environment. PIU is committed to creating and maintaining an environment that is free from disruptive, threatening and violent behavior.

B. PIU will not ignore, condone or tolerate disruptive, threatening or violent behavior by any member of the PIU community or by visitors. Faculty, staff, students or outside visitors engaged in such behavior will be subject to appropriate disciplinary action (i.e. suspension, put on leave, removal from campus), up to and including dismissal, under the appropriate policy or contract.

C. Disruptive, threatening or violent behavior is prohibited under criminal or civil law. When appropriate, PIU will refer cases for civil action or criminal prosecution.

D. An individual may be excluded from PIU premises for disruptive, threatening or violent behavior. Additionally, members of the PIU community and individuals not directly associated with the University (i.e. a spouse or former spouse) may also be excluded pursuant to a court ordered restraining order. (Other applicable law or penal code-notice of withdrawal of consent).

E. All University personnel and students are committed to upholding and implementing the University's policy relating to disruptive, threatening or violent behavior, including reporting such behavior through normal lines of administrative responsibility or to the Office of Student Development.

F. PIU maintains Health and Safety response teams to assist department chairpersons, other faculty, staff, administrators and other members of the PIU community. Additional information regarding guidelines and procedures for dealing with Violence in the Workplace incidents can be seen in Pacific Islands University Handbooks. Printed copies can be viewed at the Administration Building or the Student Development Office.