



National University of Health Sciences General Policies

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Date Adopted: 04/18/05	Date(s) Revised:	11/09/15		
President 	Date			

POLICY STATEMENT

National University of Health Sciences (NUHS) strives to maintain a work environment free from intimidation, threats (direct or implied) or violent acts. Acts of violence, threats of violence, threatening behavior, reckless disregard for the health or safety of any person, and/or possession of weapons(s) on University property without proper written authorization or within a specific exception to the policy on Weapon Restrictions are not acceptable conduct at National University of Health Sciences. Violence is defined to include physically harming another or causing property damage, shoving, pushing, intimidation, coercion, threats or talk of violence, as well as use of weapons. Any object, regardless of its nature, will be considered a weapon when used in a threatening or violent manner.

Restrictions on firearms and other dangerous weapons for both the Lombard and Florida locations are addressed in further detail in the Policy on Weapon Restrictions.

Procedures

Employees who believe they have been subject to any of the behaviors listed above or who observe or have knowledge of a violation of this policy shall immediately report the incident to their immediate supervisor with communication to the Director of Human Resources or Vice President for Administrative Services.

Any employee who receives a threat of violence by a co-worker or another person, and any employee who hears, observes, reads or otherwise becomes aware of a threat by any employee against him/herself or a co-worker, whether such threat is direct or implied, is obligated by this policy to report the fact of such threat to his/her supervisor, the Vice President for Administrative Services and/or the Human Resources Office.

All threats of violence are considered serious matters and will be thoroughly investigated. To the greatest extent possible, the confidentiality of an individual who reports a threat of violence will be maintained. Any employee who fails to report such threat may be subject to discipline under this policy.

An employee who violates the policy may be referred for counseling or other help. The violator may be subject to criminal prosecution as well as discipline up to and including termination in accord with applicable policies.