At its December 2018 meeting, the YSU Board of Trustees approved changes to the former Workplace Violence Policy. The policy is now titled Workplace and off-campus violence, threats, and disruptive behavior (Policy #3356-7-04) and addresses behavior which occurs both on and off-campus.

Important Definitions:

* Workplace: Any location owned, leased, or rented by the university, or any location where a university employee is acting in the course and scope of employment. This includes, but is not limited to, buildings, grounds, and surrounding property, including streets, parking lots, field locations, classrooms, and residence halls. It also includes vehicles when those vehicles are used for university business.
* Workplace behavior which is prohibited includes disruptive behavior and threats or violence that occur in the workplace.
  + Workplace disruptive behavior. Inappropriate behavior, confrontation, or conflict which occur in the university workplace and unreasonably interferes with the normal activities or functioning of the university.
  + Threats or violence. Violent, abusive, or threatening conduct against persons or property that is sufficiently severe or intimidating to result in or create a reasonable risk of property damage, physical injury, death, or psychological harm. Threats or violence include, but are not limited to, physical violence; family and relationship violence; stalking; sexual, emotional, verbal or psychological intimidation or abuse; crimes of violence, and possession of a deadly weapon.
  + Appropriate corrective action and/or EAP referral
* Off-campus. Any location which does not fall within the policy definition of workplace.
* Off campus threats or violence that occurs will be addresses by the University.
* If you are an YSU employee and engaged in you have been identified as:
* a perpetrator in a police report,
* criminally charged with,
* arrested for,
* convicted of, or
* sentenced for a crime involving:
  + violence, family and relationship violence,
  + stalking,
  + menacing,
  + intimidation, or
  + possession of a deadly weapon, you must inform the university’s chief human resources officer (“CHRO”), or designee, within seven calendars of the event.
* The CHRO, or designee, will notify the employee’s immediate supervisor as appropriate and determine if an additional background check is warranted and/or any disciplinary action depending on:
* nature & gravity of the incident,
* relevance to the employee’s position/duties,
* impact on employee’s ability to continue effective performance of job duties
* impact on reputation, position or standing of YSU
* any other relevant information