


**VIOLENT OR THREATENING BEHAVIOR**

<b>POLICY:</b>	<b>VIOLENT OR THREATENING BEHAVIOR</b>
<b>Effective Date:</b>	March 22, 2006
<b>Revised Date:</b>	
<b>Review Date:</b>	March 22, 2016
<b>Approving Body:</b>	Board of Governors
<b>Authority:</b>	<i>University of Manitoba Act</i> Section # 16(1)
<b>Implementation:</b>	President: delegated to the Vice-President (Administration)
<b>Contact:</b>	Director of Security Services
<b>Applies to:</b>	Board of Governors members, Senate members, Faculty/School Councils, Students, External Parties: all visitors, all Employees

**1.0 Reason for Policy**

To state clearly the university's refusal to tolerate violence, threats or intimidation and to describe possible consequences of such action or actions.

**2.0 Policy Statement**

The University of Manitoba is committed to creating and maintaining a safe, positive and productive learning and working environment. Therefore, the University will not tolerate threats, intimidation or violence. Individuals who are found to have engaged in such activities will be subject to disciplinary action which may result in termination of employment, expulsion from educational programs and a ban from university property.

**2.1 Definitions**

For the purpose of this policy, violent or threatening behavior shall be deemed to include intimidation.

- a) **Threats** include verbal and/or physical actions that create fear or apprehension of bodily harm.
- b) **Intimidation** is defined as conduct or harassment that disrupts the work environment and/or results in a reasonable fear for personal safety.
- c) **Violence** is defined as physical attack(s) that may cause injury and/or verbal attacks that may cause emotional trauma.

### 3.0 Accountability

3.1 The University Secretary is responsible for advising the President that a formal review of this Policy is required.

3.2 The Director of Security Services is responsible for the communication, administration and interpretation of this Policy.

### 4.0 Secondary Documents

4.1 The Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

### 5.0 Review

5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is March 22, 2016.

5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary

5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:

- (a) comply with the revised Policy; or
- (b) are in turn rescinded.

### 6.0 Effect on Previous Statements

6.1 This Policy supersedes the following:

- (a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein;
- (b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein;

### 7.0 Cross References

Procedures: Violent or Threatening Behavior

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related documents:

**Violent or Threatening Behavior: Procedure**

Office of the University Secretary  
312 Administration Building  
University of Manitoba, Winnipeg, MB R3T 2N2 Canada  
Tel 204-474-9593 Fax 204-474-7511 Email [jouanl@ms.umanitoba.ca](mailto:jouanl@ms.umanitoba.ca)  
[umanitoba.ca/governance](http://umanitoba.ca/governance)