

UNIVERSITY OF MANITOBA POLICY

Policy:	VIOLENT OR THREATENING BEHAVIOUR
Effective Date:	March 22, 2006
Revised Date:	September 1, 2016
Review Date:	March 9, 2023
Approving Body:	Board of Governors
Authority:	<i>The University of Manitoba Act, s.16(1)</i>
Responsible Executive Officer:	Vice-President (Administration)
Delegate:	Chief Risk Officer
Contact:	Director, Security Services
Application:	Board of Governors members, Senate members, faculty/college/school councils, employees, anyone holding an appointment with the University, Students, volunteers, external parties, contractors and suppliers

Part I Reason for Policy

- 1.1 The purpose of this Policy is to:
- (a) Outline the University's commitment to creating and maintaining a safe, positive and productive work and learning environment that is free of Violence; and
 - (b) Set out the actions and measures that the University will take to address the risk of Violence within the University.

Part II Policy Content

Definitions

- 2.1 The following terms are defined for the purpose of this Policy and related Procedures:

- (a) **"Policy"** means this Violent or Threatening Behaviour Policy.
- (b) **"Procedure"** means the Violent or Threatening Behaviour Procedure.
- (c) **"University"** means The University of Manitoba.
- (d) **"University Community"** means all Board of Governors members, Senate members, Faculty/College/School Councils, employees, anyone holding an appointment with the University, students, volunteers, external parties, contractors and suppliers.
- (e) **"University Matter"** has the same meaning as defined in section 2.3 of this Policy.
- (f) **"Violence"** means:
 - (i) The attempted or actual exercise of physical force against a person;
or
 - (ii) Any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person.

Scope

- 2.2 This Policy applies to members of the University Community in relation to any University Matter. Nothing in this Policy is intended to detract from the academic freedom of the University's academic staff.
- 2.3 **"University Matter"** means any activity, event, or undertaking in which a member of the University Community participates, which has a substantial connection to the University, such as:
 - (a) University-related activities or events, including but not limited to:
 - (i) Any activity or event on property owned or controlled by the University;
 - (ii) The leasing of space, including student residence rooms, on property owned or controlled by the University;
 - (iii) The offering of any service by the University, including educational services;
 - (iv) Student placements, practica, or clinical training;
 - (v) University research activities, whether on or off campus;

- (vi) Student and/or employee exchanges arranged in connection with the University;
 - (vii) Social events or networking, where matters regarding the University or members of the University Community are a significant focus of the activity;
 - (viii) University field trips, travel-study tours, service-learning activities, and similar activities;
- (b) Activities or events involving members of the University Community, where the actions of those members of the University Community may reasonably reflect upon or affect the University, including but not limited to:
- (i) Any aspect of the employment or engagement of employees and contractors for roles and projects substantially connected to the University;
 - (ii) Participation on a committee or board as a representative of the University;
 - (iii) Writings, photographs, artwork, audio or video recordings, and/or electronic communications, including communications through social media, where matters regarding the University or members of the University Community are a significant focus of the communication;
 - (iv) Matters related to The University of Manitoba Students' Union, the Graduate Students' Association, and their affiliated student groups to the extent that it affects the proper functioning of the University or the rights of a member of the University Community to use and enjoy the University's learning and working environments; or
 - (v) Matters of off-campus conduct that have, or might reasonably be seen to have an adverse effect on the proper functioning of the University or the rights of a member of the University Community to use and enjoy the University's learning and working environments.

Policy Statement

- 2.4 Individuals who commit Violence in relation to a University Matter will be subject to discipline under the Procedure.
- 2.5 The University will establish a protocol in accordance with the Procedure for reporting and responding to incidents of Violence and to provide a mechanism to support the maintenance of a safe work and learning environment. The University will make the protocol easily and readily available to the University Community.

- 2.6 This Policy and the Procedure are not intended to discourage or prevent a complainant from reporting instances of Violence to the police or exercising any other rights, actions or remedies that may be available to him or her under any other law.

Part III Accountability

- 3.1 The Office of Legal Counsel is responsible for advising the Vice-President (Administration) that a formal review of this Policy is required.
- 3.2 The Vice-President (Administration) is responsible for the implementation, administration and review of this Policy.
- 3.3 Board of Governors members, Senate members, faculty/college/school councils, employees, anyone holding an appointment with the University, Students, volunteers, external parties, contractors and suppliers are responsible for complying with this Policy.

Part IV Authority to Approve Procedures

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

Part V Review

- 5.1 Governing Document reviews shall be conducted every three (3) years. The next scheduled review date for this Policy is March 9, 2023.
- 5.2 In the interim, this Policy may be revised or repealed by the Approving Body if:
- (a) the Vice-President (Administration) or the Approving Body deems it necessary or desirable to do so;
 - (b) the Policy is no longer legislatively or statutorily compliant; and/or
 - (c) the Policy is now in conflict with another Governing Document.
- 5.3 If this Policy is revised or repealed all Secondary Documents, if applicable, shall be reviewed as soon as possible in order that they:
- (a) comply with the revised Policy; or
 - (b) are in turn repealed.

Part VI
Effect on Previous Statements

- 6.1 This Policy supersedes all of the following:
- (a) Violent or Threatening Behaviour Policy, effective March 22, 2006;
 - (b) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
 - (c) all previous Administration Governing Documents on the subject matter contained herein.

Part VII
Cross References

- 7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
- (a) [Violent or Threatening Behaviour Procedure](#);
 - (b) [Sexual Assault Policy](#);
 - (c) [RWLE and Sexual Assault Procedure](#);
 - (d) [Vice-President \(Administration\) Bylaw](#);
 - (e) [Student Discipline Bylaw](#);
 - (f) [Student Non-Academic Misconduct and Concerning Behaviour Procedure](#);
 - (g) [Use of Computer Facilities Policy and Procedure](#);
 - (h) *The Workplace Safety and Health Act, C.C.S.M. c. W210*; and
 - (i) *The Workplace Safety and Health Regulation, W210 – 217/2006*.