



Title: Workplace Violence Policy	Policy Category: Human Resources
Issuing Authority: Administration & Finance	Responsibility: Human Resources
Publication Date: 11/14/2022	Next Review Date: 11/14/2025

Printed copies are for reference only. Please refer to the [electronic copy](#) for the latest version.

Policy Statement/Background:

None

Policy:

It is Stony Brook University's policy to promote a safe environment that is free from violence for all members of the University community. The University will not tolerate any acts of workplace violence, such as physical assaults or acts of aggressive behavior including but not limited to: an attempt or threat, whether verbal or physical, to inflict physical injury; any intentional display of force that gives reason for someone to fear or expect bodily harm; intentional and wrongful physical contact with a person without his or her consent that entails some injury; and/or stalking with the intent of causing fear of material harm to the physical safety and health of the individual.

Workplace violence may occur within a wide spectrum of interactions between students, faculty, staff, patients and visitors of the University. The University is committed to maintaining a campus environment that is free from workplace violence. It is the responsibility of all employees to create and maintain a campus environment free from any acts of workplace violence. Reports of incidents of workplace violence will be taken seriously and dealt with appropriately. Individuals who commit acts of workplace violence may be removed from the premises by University Police and referred for disciplinary action, criminal penalty or both.

In the event that employees observe or experience an incident of workplace violence involving an employee or visitor to the Stony Brook campus in which there is an imminent threat to someone's safety or an injury has occurred, the employee must immediately contact University Police and in addition notify their immediate supervisor. Employees or supervisors who become aware of a

workplace violence incident in which there is no imminent threat and no physical injury has occurred may also report that incident to Human Resources. Human Resources will consult with the University Police Department on incidents reported directly to them. Questions about the workplace violence program, including what may constitute workplace violence should be directed to Human Resources.

Pursuant to the University's commitment to a safe work environment, the University adopts the following Workplace Violence Prevention Program, which is developed and implemented with employee participation through authorized employee representatives. The University has established a Workplace Violence Prevention Team, which includes employee representatives, to perform risk evaluations and make recommendations for improved safety of the campus.

Procedure

To report acts of Workplace Violence, contact University Police by dialing 333 from any campus phone or (631) 632-3333 from an off-campus or cellular phone. Other procedures and guidelines regarding workplace violence can be found on the University's Human Resource Services website, at: [Workplace Violence Prevention Program](#).

Definitions:

None

Contact:

Additional information about this policy is available here:

Human Resource Services:

West Campus, Health Sciences, and School of Medicine

390 Administration Building
Stony Brook, NY 11794
(631) 632-6161
Email: hrs_info@stonybrook.edu

Stony Brook University Hospital

31 Research Way, Suite 200
East Setauket, NY 11733
(631) 444-4700

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
(631) 444-8617

Employee and Labor Relations:

West Campus and Health Sciences Center

291A Administration Building
Stony Brook, NY 11794
(631) 632-6140

Stony Brook University Hospital

HSC Level 3, Room 040
Stony Brook, NY 11794
(631) 444-3780

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
(631) 444-8617

Employee Assistance Program (EAP) – West Campus

Social & Behavioral Sciences Building, Room N-116A
Stony Brook, NY 11794
(631) 632-6085
www.stonybrook.edu/eap

Employee Assistance Program (EAP) – University Hospital

Hospital Level 5, Room 556
Stony Brook, NY 11794
(631) 632-6085
www.stonybrook.edu/eap

Relevant Standards, Codes, Rules, Regulations, Statutes and Policies:

- [Sexual Misconduct & Reporting Policy](#)
- [Domestic Violence and the Workplace Policy](#)
- [Disruptive Behavior Policy](#)
- [Human Resources Website, Workplace Violence Prevention Program](#)