

**HEALTH SCIENCE CENTER HANDBOOK OF OPERATING PROCEDURES**

Chapter 8	Health and Safety	Effective:	June 2000
Section 8.9	Violence in the Workplace	Revised:	
<b>Policy 8.9.1</b>	<b>Violence in the Workplace</b>	Responsibility:	Chief, University Police

## **VIOLENCE IN THE WORKPLACE**

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### **Purpose**

To clarify behavior that constitutes violence in the workplace and plan a program that will reduce incidents of workplace violence.

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### **Policy**

The University of Texas Health Science Center at San Antonio strives to provide an environment of safety and security to all faculty, staff, student and patients that they can teach, research, study and receive treatment. Employees who violate this policy will be subject to disciplinary action up to and including termination. Such actions by students may result in disciplinary action up to and including expulsion. Persons who intentionally bring false charges will also be subject disciplinary action up to and including termination or expulsion. Non-employee violations of this policy will be handled in accordance with applicable laws. Criminal prosecution may result if federal, state, or local laws are violated.

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### **Definitions**

Acts of Violence: Include any physical action, whether intentional or reckless, that harms or threatens the safety of another individual in the workplace.

A Threat of Violence: Includes any behavior that by its very nature could be interpreted by a reasonable person as intent to cause physical harm to another individual.

Workplace: Includes all University facilities and off campus locations where faculty, staff, students or patients are engaged in University business.

Workplace Violence: Is any act against a member of the faculty, staff, students or patients that creates a hostile work environment and negatively affects them, either physically or psychologically. These acts include all types of physical or verbal assaults, threats, coercion, intimidation and all forms of harassment.

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### **Weapons**

As an educational institution, it has been against the law to carry a weapon, concealed or not, on the campus since its establishment. The

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law was not changed by the recently enacted “concealed handgun” legislation. It is against the Texas Penal Code to have a weapon anywhere on campus, even in a vehicle parked on campus.

Specifically, Chapter 46, Texas Penal Code, as amended, prohibits the carrying of firearms or other prohibited weapons by either licensees (pursuant to provisions of Senate Bill 60) or other persons “on the physical premises of a school or educational institution, any grounds or building on which an activity sponsored by a school or educational institution is being conducted, or a passenger transportation vehicle of a school or educational institution...unless pursuant to written regulations or written authorization of the institution”. Exceptions to the foregoing prohibition are peace officers, a member of the armed forces or national guard, a guard employed by a penal institution, a security officer, or an officer of the court discharging their official duties.

According to the Texas Revised Civil Statutes, a hospital licensed under Chapter 241, Texas Health and Safety Code, is required to conspicuously display a notice at each entrance to the hospital that it is unlawful to carry handgun on the premises. This requirement does not apply to educational institutions such as the Health Science Center.

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