

Policy on Workplace Threats

California State University, Fresno is committed to maintaining a safe and productive workplace, free from threats, intolerance, harassment and intimidation by individuals or groups. In this regard, Jeannine Raymond, Director of Human Resources, appointed a Task Force on Workplace Violence Prevention which has been at work during this year, reviewing our campus needs and developing recommendations as to how we may best prevent and respond to threats and acts of violence.

We are presently in the process of implementing several of the Task Forces recommendations, which include policy, protocol, and educational materials and training for managers and Fresno State employees. This memo is intended to alert you to the following policy statement which the University will follow.

California State University, Fresno is concerned about the personal safety and security of its students, employees and guests. University policy does not tolerate violence, threats of violence and acts of aggression against members of the university community or visitors. It is the responsibility of our faculty, staff and students to report acts or threats of violence to the university police department and/or to appropriate supervisory personnel. Any student, faculty or staff who engages in behavior which violates this policy will be subject to appropriate university disciplinary actions, and may be subject to applicable civil or criminal legal action as well.

John D. Welty
President

