

# Recognizing Workplace Violence

Workplace violence refers to any physical assault, threatening behavior or verbal abuse in an office, campus or work area. The workplace is any location, permanent or temporary, where employees perform work-related activities. This includes parking areas, annexes and field locations and classrooms at all UNT System locations.

Workplace incidents can result in lost productivity, damage to reputation, property damage, legal expenses and psychological trauma to faculty, staff and students. Sadly, workplace violence also can result in physical injuries and loss of life.

- Workplace violence includes
- Violence by strangers who enter the workplace to commit a criminal act.
- Violence by customers or clients such as students

Incidents may include:

- Harassment of any type.
- Intimidation or threats in person by phone, in writing, by email or social media
- Physical or sexual assault, domestic violence, dating violence or stalking.
- Suicide, attempted suicide.
- Shootings, stabbings, beatings.
- Damage to data, computers, equipment and facilities.
- Destruction of research materials

## What You Can Do

As a supervisor, you should review your workplace and create a proactive guide that will help address problem behavior and possibly prevent an incident or conflict in your area. Here's what to do:

- Contact Police departments at UNT, UNTHSC and UNT Dallas to schedule a workplace security survey.
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Prepare for a “what if” situation by taking these steps:

- Be aware of potential conflicts between employees and take action to resolve them. Human Resources can provide assistance.
- Use available resources such as the free, confidential [Employee Assistance Program](#) for help with individuals and possibly prevent and reconcile conflicts.
- Never ignore threat

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The UNT Police Department also offers presentations to faculty, staff and students to help understand potentially dangerous situations, personal awareness, identity theft and active shooter response.

- Learn more about [UNT Police safety programs](#)
- Find a [UNT Workplace Violence Incident Report](#) form.

UNT faculty and staff who believe an incident has occurred should complete the UNT Workplace Violence Incident Report and forward it to their immediate supervisor or to UNT Campus Human Resources.

Information also is available from the [UNT Dallas Police Department](#) and