



Policy Name:	Policy Against Abusive Conduct		
Associated Form(s):	N/A	Policy Number:	2022-16
Reviewed:	Non-Academic Policy Review Committee	Approved:	September 28, 2022
Approval Authority:	President <i>Timothy L. Hall</i>	Adopted:	October 5, 2022
Responsible Executive(s):	General Counsel	Revised:	N/A
Responsible Office(s):	Office of the General Counsel	Contact(s):	General Counsel or Assistant General Counsel

Abusive Conduct

Abusive conduct means malicious conduct of an employer or employee in the workplace that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal, or physical conduct that a reasonable person would find threatening, intimidating or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act will generally not constitute abusive conduct, unless especially severe and egregious.

The University considers abusive conduct in the workplace unacceptable and will not tolerate it under any circumstances. Employees should report any abusive conduct to a supervisor or manager with whom employees are comfortable speaking. Supervisors and managers are to assume the responsibility to ensure employees are not subjected to abusive conduct. All complaints will be treated seriously and investigated promptly. During the investigation process, the University will attempt to maintain confidentiality to the fullest extent possible.