

WORKPLACE VIOLENCE

California State University, Northridge is committed to creating and maintaining a working and learning environment free from violence for its students and employees. Respect throughout the University for the dignity and rights of others are intrinsic to an environment free from violence.

The University has a zero tolerance for violence against members of the University community. The University prohibits acts of unlawful violence or threats of unlawful violence. The University may seek injunctive relief in the event that violence or threats of violence against any individual in and on the University community or campus facility.

The California “Workplace Violence Safety Act” defines “unlawful violence” as “any assault, battery or stalking.” A “credible threat or violence” is a “knowing and willful statement or course of conduct which would cause a reasonable person to believe that he or she is under threat of death or serious bodily injury, and which is intended to, and which actually causes, a person to believe that he or she is under threat of death or serious bodily injury, and which serves no legitimate purpose.” The Act describes a “course of conduct” as a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose, including following or stalking an individual to or from the place of work/study; entering the workplace/classroom; placing telephone calls to an individual; sending correspondence to an individual, including, but not limited to, the use of the public and private mails, interoffice mail, fax, or computer email. Lawful acts of self-defense or defense of others do not constitute illegal violence.

The circumstances surrounding the conduct will be considered in determining whether conduct constitutes a credible threat or act of violence.

Existing California State University disciplinary, grievance, or other complaint procedures, as appropriate, may serve as the mechanism for resolving acts of violence or threats of violence. Each allegation of an act of violence or a threat of violence will be taken seriously. Where there is reason to believe that University regulations prohibiting violence have been broken, the University may pursue disciplinary action. Such disciplinary action could include demotion, suspension, or dismissal from the University for University employees and probation, suspension, or expulsion from the University for students.