

## Policy Statement

Thompson Rivers University (TRU) recognizes that an atmosphere, which is non-violent and non-threatening in nature, will allow individuals to achieve a high level of success, both personally and professionally. To that end, TRU is committed to providing an environment for people using, working or studying at any of its campuses which is free from violence.

## Reporting Responsibilities

Threats or situations of violence are considered a serious hazard and are UNACCEPTABLE behaviour. All incidents of Workplace violence must be reported to Security (828.5033), Occupational Health & Safety (828.5139) and to a direct supervisor or chair.

If you receive a threat and

1. believe you are at imminent risk of physical violence –  
**call 911 and ask for the police.**
2. feel threatened ...

## Violence Can Look Like:

### *Body Language*

- Voice raised and faster, muttering
- Agitated, pacing
- Furrowed brow
- Red face or face changing colour (pale)
- Clenched teeth
- Crossed arms
- Tension in shoulders and face
- Moving closer invading your personal space
- Fixed stare
- Clenched or raised fist
- Personal threats
- Not listening to you; not processing the information that you are providing.

### *What You May Hear*

- Speak quickly
- Speak loudly
- Profanity
- Interrupting
- Muttering
- Threatening tone

## Serious Warning Signs

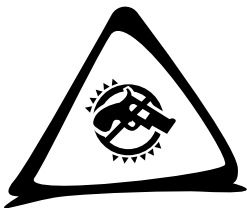
- Sometimes present before a physical attack (may not be present)
- Personal threats
- Flushed face
- Sudden silence
- Fixed glare
- Fighting stance, moving closer
- Intense stare
- Clenched fists.

## What to do if you Observe Signs:

- Move away
- Put barrier between you and the person
- Exit the area
- Call Security

## Threat with a Weapon

- Try and stay calm
- Warn your assailant of the consequences of their action
- Don't chase after assailant
- Don't push panic button; attempt to call security etc. If another worker sees you are in distress (perhaps with a code word), they can call.
- Do not antagonize the individual



# Violence