

Executive Summary: Policy 326 *Workplace Conduct* (new) and Policy 154 *Workplace Violence* (deletion)

Date: September 2, 2020
Sponsor: Linda Makin
Steward: Marilyn Meyer, Jeremy Knee
Policy Process: Temporary Emergency and Regular
Policy Action: Revision

UPDATED December 21, 2021: We request that Policy 326 *Workplace Conduct* (Temporary) be extended an additional 6 months to June 2021.

UPDATED December 10, 2020: Policy Number and title changed from 154 *Workplace Violence* to 326 *Workplace Conduct*. Policy 154 to now be deleted.

Issues/Concerns (including fiscal, legal, and compliance impact):

The *Utah Public Employees Healthy Workplace Act* (Utah Code § 67-26-203) prohibits employees of higher education from engaging in “abusive conduct” against another employee. The Act was enacted in 2020 to require each public institution of higher education to implement a policy prohibiting, reporting, and resolving abusive conduct within the higher education institution. The Act stipulates January 1 as the deadline by which institutions must have a policy in place. This temporary emergency policy proposal satisfies that requirement.

Suggested Changes: Revise Policy 154 to prohibit “abusive conduct” as defined in the Act, and to create a procedure for employees to report and the appropriate unit to resolve complaints of abusive conduct.

Requested Approval from President’s Council: Temporary Emergency, Stage 2; Regular, Stage 1

Proposed Drafting Committee: Alan Drage, Jason Dupree, Kat Brown, [Faculty Senate Representative], [PACE Representative].

Target Date for Stage 1 Draft to Enter Stage 2: [Click here to enter a date.](#)

Target Date for Board of Trustees Review: [Click here to enter a date.](#)



Projected Timeline: [Leave blank. To be filled in by the Policy Office.]
