



Current Status: Active

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# UTHealth

The University of Texas  
Health Science Center at Tyler

Origination Date: 03/2006

Last Approved: 04/2016

Last Revised: 04/2016

Next Review: 04/2019

Owner: *Kimberly Griffin: Dir Of Human Resources*

Policy Area: *Human Resources and Employment*

References:

## Zero Tolerance of Abuse

### Scope:

This policy applies to all UT Health Northeast employees, students, volunteers, vendors, physicians, and other independent practitioners and practitioners-in-training and any other authorized persons.

### Purpose:

The purpose of this policy is to ensure a safe, cooperative and professional environment with working conditions that promotes collaboration and teamwork with the highest of ethical standards and mutual respect.

### POLICY:

All individuals within the sphere of UT Health Northeast will be treated with courtesy, dignity and respect.

The policy is intended to cover interactions among all individuals at UT Health Northeast. Employees, students, volunteers, vendors, physicians, and other independent practitioners and practitioners-in-training and any other authorized persons are required to conduct themselves in a manner that enables the employees to perform their duties in compliance with all the UT Health Northeast policies and procedures as well as state and federal laws and regulations.

UT Health Northeast will create an environment of mutual respect that supports our core values of Servant Leadership, Accountability, Diversity and Excellence. This is accomplished by encouraging the prompt identification and resolution of alleged disruptive behavior by all individuals or affected persons through informal collaborative efforts of counseling; by providing a formal procedure for the further investigation and resolution of disruptive behavior which has not been modified by the prior efforts; and by providing the appropriate discipline only after the informal efforts and the formal procedures have been unsuccessful in modifying the behavior in compliance with this policy.

Behavior that creates an unsafe, intimidating, hostile, offensive work or academic environment will be addressed in accordance with this policy. Unprofessional behavior is defined as any behavior that is contentious, threatening, insulting or potentially litigious or otherwise interferes or has the potential to interfere with an individual's or group's professional responsibilities, self-respect, or the ability to collaborate in a productive manner. Examples of unprofessional or inappropriate behavior include but are not limited to the following:

- Shouting or using vulgar, profane or abusive language
- Abuse behavior toward patients, visitors, or staff

- Intimidating aggressive behavior
- Physical assault
- Refusal to cooperate with other staff members
- Conduct that constitutes harassment
- Refusal to adhere to UT Health Northeast policies
- Making or threatening reprisals for disruptive or inappropriate behavior
- Verbal abuse including behavior such as consistent or intentional language that is demeaning, sarcastic, designed to injure, intimidate, or embarrass.

## Attachments:

No Attachments

## Approval Signatures

Step Description	Approver	Date
Executive Cabinet	Carol Davis: Executive Assistant, Senior	04/2016
Office of Legal Affairs	Terry Witter: VP, Legal Affairs/ChiefLegalOf	04/2016
	Cynthia Scott-Lunau: VP, Human Resources/CHRO	04/2016

## Applicability

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