 KHSC KANSAS HEALTH SCIENCE CENTER	Policy Title:	Workplace Violence Policy			
	Policy Sponsor(s):	Human Resources			
	Policy Type	Academic <input type="checkbox"/>	Non-Academic <input checked="" type="checkbox"/>	Page:	1 of 2
	Approval Date:	1/27/2021	Effective Date:	2/7/2024	Revision Date:

1. POLICY STATEMENT

Kansas Health Science Center (KHSC)-Kansas College of Osteopathic Medicine (KansasCOM) and the Kansas College of Osteopathic Medicine (KansasCOM) maintain a zero tolerance for any violence and/or weapons in the workplace.

2. PURPOSE

This policy aims to ensure the safety of all KHSC-KansasCOM employees, students, and visitors, thereby prohibiting violence and/or weapons of any kind.

3. APPLICABILITY

All employees, students, and/or visitors of KHSC-KansasCOM.

4. DEFINITIONS

4.1 Violence

Physically harming another or causing property damage, shoving, pushing, intimidation, coercion, threats, or talk of violence, as well as the carrying or use of weapons.

4.2 Weapons


Any object, regardless of its nature, will be considered a weapon when used in a threatening or violent manner.

5. PROCEDURES

5.1 The possession or use of firearms, weapons, or explosives is prohibited. This includes but is not limited to firecrackers, torpedoes, skyrockets, rockets, roman candles, sparklers, or other devices containing any combustible or explosive substance used to propel another object.

The policy prohibiting bringing or possessing weapons on KHSC-KansasCOM property does not apply in the following circumstances:

- Local, state, or federal law enforcement personnel coming onto KHSC-KansasCOM's property in their law enforcement capacity or in accordance with other lawful authority.
- When possessing a firearm is required by a KHSC-KansasCOM employee's job description.
- Use or possession for a legitimate educational purpose under the sponsorship of a faculty member or other institution official, provided the faculty member or official has first obtained appropriate approvals, including the approval of the institution's leadership team.
- Use or possession for a lawful purpose within the scope of a person's employment at the institution (e.g., campus security, police).

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- KHSC-KansasCOM's Chief Financial Officer is the delegated contact for any exceptions to the above-stated prohibitions for authorized activities.

If an employee or student is found to have engaged in violence and/or have a firearm or dangerous weapon, it will be grounds for immediate termination and dismissal, respectively. If a visitor is found to have engaged in violence and/or have a firearm or dangerous weapon, they will be asked to leave immediately, and law enforcement may be contacted.

6. RELATED DOCUMENTS

- Firearms, Explosives, and Weapons Policy

7. CONTACTS

- Human Resources
- Chief Financial Officer