

HUMAN RESOURCES ADMINISTRATIVE MANUAL  
EMPLOYEE RELATIONS: DISRUPTIVE BEHAVIOR



UNIVERSITY SYSTEM  
OF GEORGIA

# Disruptive Behavior

## CITATION REFERENCE

<b>OFFICIAL TITLE</b>	POLICY ON DISRUPTIVE BEHAVIOR
<b>VOLUME</b>	HUMAN RESOURCES
<b>RESPONSIBLE OFFICE</b>	USG HUMAN RESOURCES OFFICE
<b>ORIGINALLY ISSUED</b>	
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## Policy Statement

All segments of the academic community are under a strong obligation and have a mutual responsibility to protect the campus community from disorderly, disruptive, or obstructive actions which interfere with academic pursuits of teaching, learning, and other campus activities. Any student, faculty member, administrator, or employee, acting individually or in concert with others, who obstructs or disrupts, or attempts to obstruct or disrupt any teachings, research, administrative, disciplinary or public service activity or any other activity authorized to be discharged or held on any campus of the University System of Georgia is considered by the Board of Regents to have committed an act of gross irresponsibility and shall be subject to disciplinary procedures, possibly resulting in dismissal or termination of employment.

This policy ensures protection from disorderly, disruptive, or obstructive actions which interfere with academic pursuits of teaching, learning, and other campus activities.

## Applicability

All units of the University System of Georgia are covered by this policy.

## Who Should Read This Policy

All Human Resources personnel and employees within the University System of Georgia should be aware of this policy.

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## Definitions

These definitions apply to these terms as they are used in this policy:

- **Board of Regents (BOR):** The governing body of the University System of Georgia.

## Process and Procedures

Any student, faculty member, administrator, or employee, acting individually or in concert with others, who obstructs or disrupts, or attempts to obstruct or disrupt any teachings, research, administrative, disciplinary or public service activity or any other activity authorized to be discharged or held on any campus of the University System of Georgia is considered by the Board of Regents to have committed an act of gross irresponsibility and shall be subject to disciplinary procedures, possibly resulting in dismissal or termination of employment.

See policy on internal investigations.

## Responsible Parties and Contact Information

<b>Party</b>	<b>Responsibility</b>	<b>Phone/Email/URL</b>
<b>Vice Chancellor for Human Resources, USG</b>	Ensures compliance with policy	404-962-3235 <a href="mailto:usg-hr@usg.edu">usg-hr@usg.edu</a>
<b>Institution Chief Human Resources Officers</b>	Ensures compliance with policy, ensure employees are informed of their rights with regard to this policy and compliance with policy	See University System <a href="#">HR Officer Listing</a>

## Appendices (Internal Documents, Forms and Web Links)

- None

## Related Documents and Resources (External)

- None

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