

## Violence-Free Workplace (Revised: August 20, 2018)

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<b>Overview</b>	Maintaining a safe and secure work environment for all employees is a priority at Huron Consulting Group (“Huron” or the “Company”). To keep our workplace safe, Huron maintains a Violence-Free Workplace Policy. Acts or threats of physical violence, including intimidation, harassment and/or coercion, which involve or affect the Company, Company employees, others involved in the operation of the Company or which occur at the work site, will not be tolerated.
<b>Coverage</b>	This prohibition against threats and acts of violence applies to all persons involved in the operation of the Company, including, but not limited to, Huron officers, managers, supervisors, employees, customers, contractors, clients and suppliers.
<b>Definition: Workplace Violence</b>	<p>Workplace violence is any act of violence or threat of violence, including intimidation, that occurs at the work site or in the course of conducting business on behalf of the Company. “Work site” shall include Company and client premises as well as other locations where Company business is conducted or where Company sponsored events occur. “Workplace violence” shall not include lawful acts of self-defense or defense of others. Workplace violence includes the following:</p> <ul style="list-style-type: none"><li>▪ "Type 1 workplace violence" means violence committed by a person who has no legitimate business at the work site and includes violent acts by anyone who enters the workplace with the intent to commit a crime.</li><li>▪ "Type 2 workplace violence" means violence directed at employees by customers, clients, patients, students, or visitors.</li><li>▪ "Type 3 workplace violence" means violence against an employee by a present or former employee, supervisor, or manager.</li><li>▪ "Type 4 workplace violence" means violence committed in the workplace by someone who does not work there but has or is known to have had a personal relationship with an employee.</li></ul>
<b>Expected Behavior</b>	All employees and partners are expected to treat coworkers, managers, customers, vendors and anyone an employee comes into contact with in the course of conducting business on behalf of the Company in a mature, non-threatening and professional way.

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**No Tolerance** Under no circumstances will violence, threatening behavior, unwarranted pursuit, or harassment be tolerated. Such acts will be thoroughly investigated, and appropriate action will be taken, including disciplinary action, termination, banning from the premises and/or the filing of criminal charges with law enforcement authorities.

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**Examples of Workplace Violence** Examples of workplace violence include, but are not limited to the following:

- The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury;
  - The threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether the employee sustains an injury;
  - Possession of weapons of any type, whether licensed or not, and particularly firearms within the work site. Possession of self-defense chemical sprays (mace, pepper spray) in canisters or containers of two ounces or less, where permitted by law are allowed;
  - Harassing forms of communication or stalking;
  - Communicating an endorsement of the inappropriate use of firearms or weapons of any kind.
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**Reporting Procedure** If an employee believes that a threat or act of violence has been made against that employee or others, the employee should report the details immediately to his/her Supervisor, Human Resources Business Partner or Global Security. Employees can also contact the Huron Helpline within the United States, Guam, Puerto Rico and Canada at **800.690.8135** . For other International locations, [click here](#).

Failure to report any threats or acts of violence in violation of this policy is itself a violation of this policy, and may subject any employees involved to discipline, up to and including discharge.

Retaliation against anyone for reporting an actual or suspected violation of this policy in good faith will not be tolerated and will subject the individual engaging in the retaliation to discipline, up to and including termination. Any complaints about retaliation may be reported in the same manner as violations of this policy are to be reported.

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<b>Employee Responsibility</b>	Remember, each of us is responsible for reporting any situation that could result in harm to someone in the workplace.
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Under this policy, decisions to prevent a threat from being carried out, a violent act from occurring, or a life-threatening situation from developing may be taken. No existing Company policy or procedure should be interpreted in a manner that prevents the above from occurring. Huron will make the sole determination of whether, and to what extent, threats or acts of violence will be acted upon by the Company. In making this determination, Huron will undertake a case-by-case analysis of facts to ascertain whether there is a reasonable basis to believe that workplace violence has occurred. No provision of this policy shall alter the at will nature of employment at Huron. No provision of this policy is intended to create any obligations beyond those required by existing law.