

# Inappropriate and/or Aggressive Behavior in the Workplace

Confused as to what to do if you experience inappropriate and/or aggressive behavior in the workplace?

If you are experiencing problems with someone making unreasonable demands of you, constantly criticizing your abilities, insulting you, randomly changing the rules or their expectations, how do you handle this matter?

Here is a list of actions to take as an ETSU employee:

- Talk to your supervisor
  - If you are unable to talk to your supervisor, you may connect directly with the Office of Human Resources.
- Connect with your Business Partner in the Office of Human Resources at (423-439-4457)
  - Our staff provides the campus community with proactive assistance in creating and maintaining a fair and positive work environment. We provide employees and supervisors with consultation services, guidance, advice, mediation, and referral information.
- Contact the Employee Assistance Program
  - The EAP program is more than just counseling. They provide guidance, offer classes, and can assist with workplace harassment.
  - Additional information can be found at this link:  
<https://www.etsu.edu/humanres/benefits/health.php>
- Refer to the employee grievance/complaint policy and the policy on workplace violence
  - PPP-27, Grievance/Complaint Procedures:  
<https://www.etsu.edu/humanres/relations/ppp27.php>
  - PPP-61, Support Staff Grievance Procedures:  
<https://www.etsu.edu/humanres/relations/ppp61.php>
  - PPP-58, Workplace Violence Prevention:  
<https://www.etsu.edu/humanres/relations/ppp58.php>
- Talk to Equity and Diversity at (423) 439-4445
  - The Office of Equity and Diversity promotes an environment where people honor one another as individuals, value differences and the special gifts each of us bring to the community, and respect the right of others as human beings inclusive of race, gender, ethnicity, cultural background, sexual orientation/gender identity, class, age, disability, religion and national origin.
  - If you experience discrimination as a protected class, you have the right to seek assistance.
  - Additional Information can be found by referencing policies:
  - PPP-30, Process for Title VI Filing Internal Complaints:  
<https://www.etsu.edu/humanres/relations/ppp30.php>
  - PPP-80, Discrimination & Harassment - Complaint & Investigation Procedure:  
<https://www.etsu.edu/humanres/relations/ppp-80.php>

East Tennessee State University promotes safe, productive, positive work environments and there are programs and policies in place to ensure that every employee receives appropriate support when needed.