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[and additional CSEF staff in FAC]

Re: Hazardous working conditions in ground floor FAC offices

Date: June 19, 2015

With the recent signing of the Texas "campus carry" law, we wish to express our concerns about the daily safety of employees in our offices on the ground floor of the Flawn Academic Center (FAC), and to request the following specific actions to address potential workplace safety risks related to the new law.

1. Please communicate to Dean Iverson our desire to be included, to the fullest extent possible, in the University's process of determining gun-free zones on campus.
2. The United States Department of Labor's Occupational Safety and Health Administration agency (OSHA) has very specific guidelines for preventing workplace violence among healthcare and social service workers (<https://www.osha.gov/Publications/osha3148.pdf>). We believe that the work of college administrators in close proximity to students is comparable in terms of behavioral safety risks to the healthcare and social services professions, and indeed, U.S. Department of Justice statistics show that rates of workplace violence in the teaching and medical professions are comparable (<http://www.bjs.gov/content/pub/pdf/wv09.pdf>). Therefore we would like the University and School of Undergraduate Studies to commit to providing the same level of preventive action OSHA recommends for workers in those fields.
3. Work site design is now widely accepted as a factor in reducing violence in the workplace. There are specialists in protective design (for example, <http://www.wbdg.org/resources/riskanalysis.php>) who assess work sites for their vulnerability to armed assault. Because there have been numerous school shootings across the nation in the recent past, and UT itself has a history of campus shooting incidents, we request a thorough and professional audit of FAC ground floor office space, to accurately assess the risk to employees in this space, recommend appropriate security measures, and help with emergency planning and preparedness efforts.
4. We note several immediately obvious design factors that make the FAC ground floor offices particularly vulnerable to armed assault. These include, but are not limited to, the following:
  - Glass walls and doors
  - No secondary egress
  - Close proximity to high-student-traffic areas, including a heavily used 280-seat lecture hall, the Texas Union patio, and central student service offices such as the ID Center.

In the event that these risk factors are deemed structurally un-remediable by experts, and that our work areas is not deemed a gun-free zone, we expect the University to relocate workers in this space to less risk-prone areas of the building or campus. Failure to do so would result in unreasonable and unmanageable levels of workplace stress.