

CAMPUS VIOLENCE

PURPOSE

Edison State Community College is committed to maintaining a campus that is safe, secure and free from threats, intimidation, and violence. This includes providing a supportive workplace and educational environment in which to discuss campus violence and seek assistance with those concerns. It is the goal of Edison State Community College to provide a workplace and educational environment in which violence of any kind is neither tolerated nor excused.

POLICY STATEMENT

Prohibited Conduct or Behavior

Prohibited conduct or behavior includes, but is not limited to the following:

1. Threatening behavior;
2. Violent behavior;
3. Unauthorized possession or inappropriate use of deadly weapons on campus;
4. Storing deadly weapons on campus, including in personal vehicles parked on College-owned and/or leased property, without the legal authority to do so. Firearms are not permitted outside of the vehicle while on campus.
5. Intimidating conduct or harassment that disrupts the work or educational environment or causes a reasonable person to fear for personal safety;
6. Making harassing or threatening telephone calls or sending threatening communication in any form (verbal, written or electronic), including through the use of social media.

Risk Assessment Protocols for Employees and Students

- Communication, Awareness, Response & Evaluation Team (CARE) exists to provide a route of communication, assessment, and intervention for behaviors exhibited by members of the College community which if left unaddressed, could impact the teaching-learning environment
- Threat Assessment Teams (TAT) consist of a cross-section of trained personnel whose task is to evaluate and manage imminent threats or violence and coordinate an appropriate plan of action.

Confidentiality

To the extent possible, all information received in connection with the reporting, investigation and resolution of campus violence allegations will be treated as confidential, except to the extent it is necessary to disclose information about the investigation or when compelled to do so by law. Appropriate College officials will determine if information will be disclosed based on the circumstances of each case. All individuals involved in the process should observe the same standard of discretion and respect for the reputation of everyone involved in the process.

Duty to Report

Anyone who experiences, observes, or believes they may be targets of campus violence are encouraged to report allegations to:

1. Their supervisor;
2. Office of Human Resources; and/or
3. Department of Public Safety.

Each of the following individuals should report allegations of campus violence to both the Office of Human Resources and Department of Public Safety. They should report immediately when they become aware of information that would lead a reasonable person to believe that violence has occurred.

1. Human resources professionals; and
2. Anyone who supervises faculty, staff, students, or volunteers.

False or Frivolous Allegations

- Any employee who knowingly or maliciously makes a false or frivolous allegation of campus violence will be subject to disciplinary action, up to and including termination of employment.
- Any student who knowingly or maliciously makes a false or frivolous allegation of campus violence will be subject to the process outlined by the Student Code of Conduct Policy.

Retaliation

The College will not tolerate retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a complainant, or participates in an investigation. Retaliation is a serious violation, independent of the merits of the underlying investigation.

Policy Violations

Acts of violence on campus violate the Student Conduct and Employee Conduct Handbooks. Individuals found to engage in behavior in violation of this policy will be subject to corrective action, up to and including termination of employment, or sanctions through the Office of the Dean of Student Engagement. Criminal charges also may be filed, as appropriate.

- Employees who are perpetrators of campus violence may be required to seek and successfully complete training, counseling, treatment and/or disciplinary action, as determined by Human Resources and/or the CARE Team.
- Students who are perpetrators of campus violence may be required to seek and successfully complete training, counseling, treatment and/or sanctions as determined by the Office of the Dean of Student Engagement and/or the CARE Team.
- Visitors who are perpetrators of campus violence may be subject to consequences determined by the DPS.

PERSONS AFFECTED

All Edison State Community College employees, students, and visitors.

DEFINITIONS

See Policy #3358-9-01.