

## University of St. Thomas Policies

### THREATS AND VIOLENCE TO THE CAMPUS COMMUNITY

Policy Number: G.02.09

#### SCOPE

All faculty, students, staff and administrators.

#### PURPOSE

University of St. Thomas considers the safety and security of the campus community and property to be a top priority. Threats, acts of violence or dangerous behavior against anyone on or associated with University property or on property controlled by the University will not be tolerated.

#### DEFINITION

Threats, acts of violence or dangerous behavior includes but is not limited to: physical acts, the intentional or willful damaging or destruction of property, verbal or written threats or statements, harassment or any threatening behaviors meant to elicit fear or coercion such as stalking or intimidation.

#### POLICY/PROCEDURE

Anyone who witnesses, receives, or becomes aware of any type of threat, act of violence or dangerous behavior on campus or related to the campus should notify Campus Security at 713-525-3888 as quickly as possible; it may also be appropriate to contact 911. Reports of threats, dangerous behavior, or acts of violence will be investigated appropriately. Reports relating to an employee should be directed to an employee's supervisor, the Director of Campus Security, their Vice President or the Associate Vice President of Administrative Services. If a supervisor or Vice President receives a report of threats, dangerous behavior or acts of violence that involve an employee they will forward the report to the Associate Vice President of Administrative Services, who will assess, with the assistance of the Director of Campus Security, whether there is the need for immediate action based on the employee's propensity to harm themselves or others. Immediate action can include removing the employee from the campus or calling 911.

Specific policies regarding threats, acts of violence or dangerous behavior involving students are detailed in the Code of Conduct portion of the University of St. Thomas Student Handbook. The investigative process related to students and the due process afforded them is also described in the Code of Conduct.

All reports of threats, dangerous behavior and violence will be taken seriously and investigated thoroughly. Disciplinary action will be commensurate with the level of severity of the threat, behavior or act, and may include, but not be limited to, a written reprimand, suspension, probation, dismissal, and/or criminal prosecution of the individual involved.

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The University encourages good faith disclosures related to reports of violence on campus and will not tolerate retaliation or threat of retaliation against those who make disclosures of actual or perceived violence, or who cooperate in good faith with an investigation of such allegations. Acts or threats of retaliation in response to such disclosures may subject the individual retaliating to disciplinary action that may include, but not be limited to, a written reprimand, suspension, probation or dismissal, and/or criminal prosecution. Persons making false reports with reckless disregard for the truth or in willful ignorance of the facts may be subjected to disciplinary action.

The University recognizes and respects the need for privacy and confidentiality of reporting parties and will, therefore, handle their reports with extreme discretion. Confidentiality will be maintained to the extent possible.

At no time does this policy prevent anyone from calling 911 should he/she feel there is an immediate threat to his/her own safety or the safety of others.

**APPROVED: Dr. Robert Ivany**

**Date of Original Formation: 5/17/2011**

**Revision Number:**

**Revision Date:**

**Effective Date:**