POLICIES OF COLORADO STATE UNIVERSITY
UNIVERSITY POLICY

Policy Title: VIOLENCE IN THE UNIVERSITY COMMUNITY
Policy ID # 6-6023-009

Effective Date: 8/13/1996
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Category: 6. Public Safety & Risk Management

Policy Owner: Office of the President
Contact(s):
University Police
(970) 491-6425
Support & Safety Assessment
(970) 491-7407

PURPOSE OF THIS POLICY

Colorado State University (CSU) is committed to providing a safe and secure environment for all members of the CSU community, in which students and employees can achieve their educational and career goals. Violence impedes such goals and endangers the entire community; therefore, violent behavior is prohibited on all university property and while participating in any University activity.

APPLICATION OF THIS POLICY

This policy applies to all employees, including faculty, administrative professionals, state classified employees, students, volunteers, affiliates and all other persons under the jurisdiction of the University to impose sanctions for behavior in the employment context. Agents, contractors and subcontractors are subject to this policy while engaged in activities at the University. The policy applies to conduct occurring anywhere on university property or anywhere in the context of a university program, activity or event. Students who violate this policy are also subject to the CSU Student Conduct Code.

It is the responsibility of all persons covered by this policy to know and follow it.

DEFINITIONS USED IN THIS POLICY

1. Violence or violent behavior means any act or threat of causing physical harm to a person or animal or damage to property. Threats may include veiled, indirect or direct threats in verbal, written, electronic, or gestural form that may reasonably be
expected to cause an individual to fear for their own or others’ safety. Examples include, but are not limited to:

- Fighting or physical assault, to include hitting, kicking, pushing, shoving, biting, throwing objects or use of a weapon against another;
- Stalking, relationship violence which includes dating violence, and domestic violence (as defined in the CSU Policy on Discrimination, Harassment, Sexual Harassment, Domestic Violence, Dating Violence, Stalking and Retaliation);
- Intentionally destroying or defacing property;
- Engaging in verbal or physical behavior that creates a reasonable fear of injury to an identifiable person;
- Threatening to injure an individual or group or to damage property;
- Brandishing a weapon or making statements that one will go and get a weapon;
- Exhibiting rage or being out of control as exemplified by yelling, screaming, or throwing objects in a dangerous manner; and
- Retaliating against someone who reports a violation of this policy or seeks help in addressing concerns arising under this policy.

**POLICY STATEMENT**

Colorado State University strives to maintain an environment free of intimidating, threatening, or violent behavior. Violent behavior and related conduct which disrupts another’s work or school performance or the University’s ability to execute its mission will not be tolerated. Anyone covered by this policy who engages in violence will be subject to discipline, exclusion from campus and/or criminal prosecution.

**POLICY PROVISIONS**

1. Each member of the CSU community is responsible for reporting acts or threats of violence which they witness or of which they have knowledge. When violence is imminent or occurring, the report should be made by calling 911 to reach CSU Police (CSUPD) or the local law enforcement authority. After any emergency report, and in non-emergencies, incidents shall be reported to the Office of Support and Safety Assessment (970-491-7407).
2. Reported incidents of threats and violence will be investigated and reviewed by the CSU Police Department, the Office of Support and Safety Assessment, and may be referred to the Student Consultation Team or Employee Consultation Team as appropriate. Members of the university community shall cooperate with the investigatory process. The Office of Support and Safety Assessment will determine when incidents warrant further investigation and review, and whether they should be referred for action at the unit level. In certain instances, the Office of Support and Safety Assessment may impose interim measures for the duration of the review process including, but not limited to, campus exclusion. For more information about the review process, please contact Support and Safety Assessment (970-491-7407).

3. Freedom of Speech in the Workplace

The University values and promotes freedom of expression and inquiry in a nonviolent manner. Please refer to the University’s policies referenced below. Nothing in this policy is intended to limit or restrict a person’s First Amendment rights or rights to academic freedom; however, such rights do not include the right to engage in violence.

4. Bullying in the Workplace

The University is committed to maintaining an environment that is conducive to working and learning, and the University prohibits bullying, as described in the University’s separate Bullying in the Workplace policy.

5. Stalking and Relationship Violence

The University understands that incidents of stalking and relationship violence can intrude upon or impact the workplace and the campus community. These include, but are not limited to, incidents of domestic violence and dating violence. When this conduct occurs, CSU will take reasonable action to protect the safety and well-being of the University community, as well as to provide necessary resources to those who are victims of interpersonal violence.

University employees who are victims of relationship violence outside the workplace are encouraged to report the incident or situation to law enforcement authorities and the Office of Support and Safety Assessment (970-491-7407). Employees are also encouraged to utilize the Employee Assistance Program for support. Employees are
encouraged to notify the Office of Support and Safety Assessment if they are a protected party to a protection order so personal and workplace safety can be reviewed.

See the University’s policy on Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation for more information about interpersonal violence.

6. Retaliation

The University will not tolerate retaliation against those making good faith reports as provided for in this policy, even where the concerns are ultimately unsubstantiated, and such retaliation is a violation of this policy that may be grounds for disciplinary action.

False reports of prohibited behavior that are found to have been made intentionally are a violation of this policy and may also result in disciplinary action.

COMPLIANCE WITH THIS POLICY

Any person who violates this policy may be subject to disciplinary action under applicable University policies and procedures (including section E.15 of the Academic Faculty and Administrative Professional Manual for tenured faculty, and for all other employees, as set forth in the Human Resources Manual), up to and including termination from the University, exclusion from university property, and arrest and prosecution under criminal laws.

Any visitor or affiliate who commits or threatens to commit prohibited behavior may be subject to exclusion from campus, termination of any business relationship with the University and/or other appropriate action, up to and including arrest and prosecution.

This policy is not intended to preclude or supersede any other policy that might subject a violating party to disciplinary review, including but not limited to the CSU Policy on Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation, CSU Policy on Bullying in the Workplace, the CSU Student Conduct Code, the Academic Faculty and Administrative Professional Manual, and Human Resources or departmental conduct policies.

Compliance assistance is available from the Office of Support and Safety Assessment, (970) 491-7407.
REFERENCES

CSU Policy on Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation

Student Conduct Code

Colorado Governor’s Executive Order D 023 09, Establishing a Policy to Address Workplace Violence, including Domestic Violence Affecting the Workplace

CSU Policy on Bullying in the Workplace [link]

Academic Faculty and Administrative Professional Manual sections D.9.c, E.14, E.15.

CSU Human Resources Manual

APPROVALS

Approved Aug. 13, 1996

Approved by Anthony A. Frank, President, Oct. 27, 2015

Approved by Lynn Johnson, Vice President for University Operations, on _____________