

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Missy Matella, Sr. Director of Employee and Labor Relations
Current Title/# (if applicable):	Campus Violence Prevention Policy
Submitted on Behalf Of:	Human Resources
Responsible Executive Officer:	Chief Human Resources Officer

SELECT ONE: **New Policy** **Revision** **Repeal**

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: **Yes** **No**

If yes, which attorney(s): Bryan Dearing

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

Campus Violence Prevention Policy.

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

V.11.06 Student Sexual and Gender-Based Harassment and Violence Complaint and Response Policy

III.01.01 Student Conduct Code

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

As part of its commitment to maintaining a safe campus and workplace, the University prohibits campus violence and specifically acts of threats, stalking, and violent behavior or violence against students, employees, visitors, or any other person who is on property owned or controlled by the UO or at any University-sponsored event.

AFFECTED PARTIES

Who is impacted by this change, and how?

All members of the University of Oregon campus community and visitors.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
Alisia Caban	University Counseling Center	
Stacy Williams-Wright	Officers of Administration Council	
Dave Cecil	United Academics	
Mike Magee	Graduate Teaching Fellows Federation	
Gary Malone	SEIU	
Martin Stanberry	Equal Opportunity Specialist, Human Resources	
Missy Matella	Employee Labor Relations, Human Resources	
Kris Winter	Dean of Students	
Shelly Kerr	Director, University Counseling Center	
Matt Carmichael	University Policy Chief, UOPD	
Patrick Moore	FASS Human Resources	
Andre Le Duc	Safety and Risk Services	
Krista Dillon	Safety and Risk Services	

Reason for Policy

The University of Oregon (“UO” and “University”) is committed to maintaining a safe campus and workplace.

As an institution of higher learning, the University of Oregon aims to create and maintain a safe, welcoming learning and working environment for all of its community members. This policy seeks to signal the University’s commitment to safety and to help ensure that community members understand what is expected of them in their interactions with others.

Responsible Office

For questions about this policy or implementation guidelines, please contact the VPFA at (541) 346-3003.

Policy

UO is committed to maintaining a safe campus and workplace.

As a part of this commitment, the University prohibits campus violence which include, [but are not limited to], acts of threats, stalking and violent behavior or violence against students, employees, visitors, or any other person(s) who is on property owned or controlled by UO or at any University-sponsored event and will take appropriate action in response to campus violence. Note that this policy does not cover behaviors governed by UO’s prohibited discrimination policies.

Definitions:

For the purposes of this Policy, campus violence includes:

- **Stalking** is behavior in which a person repeatedly engages in unwanted conduct directed at another specific person [or persons], which places that person or persons in reasonable fear of their safety or the safety of others. Stalking encompasses the use of technology to commit this behavior.
- **Threat** is any physical, written, or verbal conduct, whether direct, indirect or conditional, that conveys intent or is reasonably perceived to convey intent to cause physical harm to property or someone or to place someone in fear of his or her safety or the safety of others. Threat encompasses the use of technology to commit this behavior.
- **Violent Behavior** involves physically aggressive acts against a person or persons or a physical action intended to damage property.
- **Reasonable:** In determining whether something is reasonable for purposes of this policy, the university will review the behavior on an objective and subjective basis, meaning, for example, that it will review whether the person that is being subjected to the behavior is experiencing a

certain fear or threat and whether a reasonable, similarly situated person would also be experiencing fear or a threat.

REPORTING:

Any UO employee who is the subject of, or a witness to, a suspected violation of this policy, including retaliation for making a good faith report, is strongly urged to report the violation. Reports may be made pursuant to the below chart. Offices that review reports can help determine whether immediate action is necessary and will consult with the university's Behavioral Evaluation Threat Assessment (BETA) team as necessary. These offices include the Office of the Provost, Office of the Dean of Students and Employee and Labor Relations. BETA will track incidents to ensure that patterns of behaviors are included in its assessment of threats across campus. BETA does not impose sanctions or disciplinary actions. The appropriate university office or unit will impose any sanctions or disciplinary actions in accordance with university policies, procedures, and CBAs

ASSESSMENT:

Generally, BETA assesses whether a person is deemed to be a threat or to have engaged in threatening behavior for purposes of this policy. In making this assessment, BETA uses a professionally accepted criteria and consults with individuals trained to understand the difference between a threat and behavior that is non-threatening but may impact others. Disciplinary action imposed under this policy will occur in accordance with applicable policies and procedures and collective bargaining agreements.

SUPPORT SERVICES:

Regardless of whether behavior reported to the university is deemed to be in violation of this policy, individuals impacted by the behavior will be offered or referred to available support resources. The lead response unit¹ on campus will coordinate with appropriate campus and community partners to provide support services to those who have been the target of threats, stalking or threats or acts of violence.

CONSEQUENCES:

UO will take appropriate remedial action to protect employees, students, and ensure public safety from campus violence. Employees who engage in campus violence may be subject to disciplinary and/or corrective action, up to and including termination. Students who violate this policy may be subject to discipline, up to and including expulsion, under the Student Conduct Code. Campus visitors who violate this policy may be trespassed from campus.

¹ This may include, but is not limited to: BETA, Student Care Team, Dean of Students staff, UO Police Department, Human Resources, etc

Certain acts of campus violence violate the law and could result in criminal prosecution by the public authorities.

TRAINING, RESPONSE and COMMUNICATION:

The University will provide campus violence prevention training opportunities and assistance, where appropriate.

The University of Oregon Police Department and Safety and Risk Services are responsible for maintaining and updating the protocol for responding to acts of violence on campus.

BETA is responsible for maintaining, updating and communicating to the campus community the threat of violence reporting protocol.

If an individual has a medical condition that may make compliance with this policy difficult then they are encouraged to contact the university's ADA Coordinator [**HR Front Desk Phone # and WorkplaceADA@uoregon.edu?**] at their earliest convenience in order to discuss their concerns, and to brainstorm possible accommodations that may proactively reduce the likelihood of such behavior occurring. Generally, a person's medical condition will not excuse behavior that violates this policy.

RETALIATION:

No person shall be retaliated against in their employment or student status for reporting in good faith perceived campus violence. If a person believes that they have been retaliated against for making a good faith report under this policy or if they witness retaliation against a person who has made a good faith report, they can contact the employee and labor relations team to report the incident: <https://hr.uoregon.edu/employee-labor-relations/contact-employee-and-labor-relations> .

APPEALS:

Employees subject to discipline for violating this policy may appeal the discipline through applicable grievance procedures. Students found in violation of this policy may appeal the discipline through the Student Conduct Code. Campus visitors found in violation of this policy may appeal the resulting trespass order to the Vice President Finance and Administration's office, as provided for in UOPD's trespass policy.

IMPLEMENTATION:

The university will implement this policy in accordance with UO policy and state and federal law, including but not limited to the First Amendment and academic freedom rights. The policy does not limit the university's right to address disruptive behavior or behavior that violates expectations set forth in other policies or procedures.

CONTACT/REPORTING INFORMATION

Incidents	Reporting Process
Campus	Call 911 immediately
Threats of Campus Violence – not imminent or immediate danger	<p>Promptly report to one of the following:</p> <p>Primary Contact</p> <ul style="list-style-type: none"> • <i>All Campus Community Members and Visitors:</i> Behaviors of Concern reporting form: https://cm.maxient.com/reportingform.php?UnivofOregon&layout_id=1 <p>Offices that Review Reports:</p> <ul style="list-style-type: none"> • <i>Students:</i> Office of the Dean of Students, dos.uoregon.edu • <i>Faculty:</i> Office of the Provost, provost.uoregon.edu • <i>All Employees and all incidents of retaliation:</i> Employee and Labor Relations, Human Resources, hr.uoregon.edu/er • <i>All Campus Community Members and Visitors:</i> UOPD – 541-346-2919, police.uoregon.edu

Related Resources:

Additional information about BETA can be found at betateam.uoregon.edu.

Can use online report form as part of that:

https://cm.maxient.com/reportingform.php?UnivofOregon&layout_id=1

Campus Visitors Policy: <https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-5-public-safety-risk-services/campus-visitors>

Student Conduct Code: <https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code>

UO employment policies and collective bargaining agreements:

<https://hr.uoregon.edu/employee-labor-relations/employee-groups-cbas>

**Campus Violence Prevention Policy
Policy Procedures**

Campus Violence Prevention Policy Reporting Procedures

Incidents	Reporting Process
Campus	Call 911 immediately
Threats of Campus Violence – not imminent or immediate danger	<p>Promptly report to one of the following:</p> <p>Primary Contact</p> <ul style="list-style-type: none"> • <i>All Campus Community Members and Visitors:</i> Behaviors of Concern reporting form: https://cm.maxient.com/reportingform.php?UnivofOregon&layout_id=1 <p>Offices that Review Reports:</p> <ul style="list-style-type: none"> • <i>Students:</i> Office of the Dean of Students, dos.uoregon.edu • <i>Faculty:</i> Office of the Provost, provost.uoregon.edu • <i>All Employees and all incidents of retaliation:</i> Employee and Labor Relations, Human Resources, hr.uoregon.edu/er • <i>All Campus Community Members and Visitors:</i> UOPD – 541-346-2919, police.uoregon.edu

Support Services

On Campus Resources

Student Resources

UO HEALTH CENTER
Contact Info: 541-346-2770

UO COUNSELING CENTER
Contact Info: 541-346-3227 (also after hours crisis line)

STUDENT SURVIVOR LEGAL SERVICES

**Campus Violence Prevention Policy
Policy Procedures**

Contact Info: 541-346-4666

OFFICE OF THE DEAN OF STUDENTS

Contact Info: 541-346-3216

CRISIS INTERVENTION AND SEXUAL VIOLENCE SUPPORT SERVICES

Contact Info: 541-346-7233 and 541-346-8194

UO POLICE DEPARTMENT

Contact Info: 541-346-2919

Employee Resources

OFFICE OF INVESTIGATIONS AND CIVIL RIGHTS COMPLIANCE

Contact Info: 541-346-3123

EMPLOYEE AND LABOR RELATIONS

Contact Info: 541-346-3159

OMBUDS PROGRAM

Contact Info: 541-346-6400

UO POLICE DEPARTMENT

Contact Info: 541-346-2919

EMPLOYEE ASSISTANCE PROGRAM

Contact Info: 800-433-2320

UO POLICE DEPARTMENT

Contact Info: 541-346-2919

CRISIS INTERVENTION AND SEXUAL VIOLENCE SUPPORT SERVICES

Contact Info: 541-346-7233 and 541-346-8194

Off Campus Agencies**Student and Employee Resources**

SEXUAL ASSAULT SUPPORT SERVICES (SASS)

Contact Info: 541-343-7277 and 541-484-9791

DOMESTIC VIOLENCE CLINIC

Contact Info: 541-346-8555

**Campus Violence Prevention Policy
Policy Procedures**

WOMENSPACE

Contact Info: 541-485-6513 and 541-485-8232

LANE COUNTY VICTIM SERVICES

Contact Info: 541-682-4523

EUGENE POLICE DEPARTMENT

Contact Info: 541-682-5111

SPRINGFIELD POLICE DEPARTMENT

Contact Info: 541-726-3714

DRAFT