DE PAUL UNIVERSITY

CAMPUS VIOLENCE PREVENTION PLAN
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Methods of Distribution

The Plan shall be distributed in its entirety to the University community and to the public via the website of DePaul’s Public Safety Office. This Plan shall also be available to the University community as an exhibit to the University Policy entitled “Threat Assessment.”

Change Register

--Plan created, April 28, 2010
--Minor revisions, February 22, 2011
--Minor revisions, February 22, 2013
--Minor revisions, September 18, 2013
UNIVERSITY POLICIES

DePaul has a number of existing policies that address issues associated with violence prevention. Summaries of several of these policies are provided below. All University policies are available in their entirety on the University Policies & Procedures web site, as well as in the Code of Student Responsibility, Undergraduate Student Handbook and Graduate Student Handbook.

Anti-Discrimination & Anti-Harassment Policy & Procedures

In accordance with DePaul's Vincentian values, its role as an educational institution, and both federal and state law, the University condemns any form of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, sexual orientation, national origin, age, marital status, parental status, family relationship status, physical or mental disability, military status, or other status protected by local, state, or federal law in its employment or its educational settings. Any staff member, faculty member or student found to have engaged in such conduct is subject to disciplinary action, up to and including discharge and/or expulsion. The University further condemns any acts in violation of this policy involving third parties, including visitors, guests and agents, representatives and employees of suppliers or contractors, and will take violations of this policy by such parties into consideration in the awarding of contracts and the future conduct of business.

Crime Prevention Policy

This policy establishes that employee and student identification cards, public safety messages and reporting of lost or stolen keys are used to prevent crime on campus.

Crime Reporting and Clery Act Compliance Policy

This policy establishes the University's procedures and practices for crime reporting and disclosure in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act for employees and students.

DePaul Public Safety officers will report all felonies and serious misdemeanors, which are reported to them or they observe or view, to the Chicago Police Department ("C.P.D") via 911 as soon as possible, regardless of whether the victim/complainant refuses to cooperate in the investigation or has a change of mind about reporting the crime. If the victim/complainant leaves the scene and/or refuses to talk to the Chicago Police or DePaul Public Safety, the Public Safety reports should indicate so and Jane and/or John Doe can be substituted if names are not known. The supervising Public Safety officer will also be notified and report to the scene to assist in the investigation.

Criminal Background Checks

This policy outlines the procedure for criminal background checks that the university will perform on final candidates for employment. This policy enables the university to hire and retain the best qualified applicants and employees while continuing to promote a safe and fiscally responsible working atmosphere for the students, faculty and staff of DePaul University.

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**Threat Assessment & Reporting Policy**

This policy provides guidance to students, faculty, and staff about how to recognize, address and report threatening, disturbing, or unusual behavior exhibited by members of the DePaul community. Any such behavior should be reported either in person or by telephone to DePaul Public Safety or, in case of emergency, to the Chicago Police Department by calling 9-1-1. Student behavior that does not constitute an emergency should also be reported to the Dean of Students Office as soon as possible. Employee behavior should be reported to Human Resources/Employee Relations. The Student Care Team (SCT), chaired by the Dean of Students, is charged with coordinating an appropriate response to reports of threatening, disturbing, or unusual behavior, particularly by students. In the interest of everyone’s safety, students, faculty, and staff will be expected to cooperate with the SCT if assistance is requested in the course of an investigation.

**Code of Student Responsibility** (various sections)

**Civil or Criminal Law**

Any student who violates any state, federal or municipal law shall be subject to judicial action for said offense(s) up to and including suspension and expulsion. The adjudication of such violations may proceed regardless and/or independently of any action taken by state, federal or municipal agencies.

**Disorderly, Violent, Intimidating, or Dangerous Behavior to Self or Others**

Students are not to engage in behavior that threatens, harms or causes to place in harm themselves or other persons, or to exhibit behavior that is illegal, destructive, lewd, indecent, obscene or disorderly. Students who engage in violent behavior may be subject to a judicial sanction up to and including expulsion.

**Firearms, Dangerous Weapons, Explosives, or Fireworks**

Possession or use, or assisting in the possession or use, of any of the following items, including but not limited to, firearms, knives, clubs, ammunition, explosive devices, flammable liquids, taser guns, stun guns, pepper sprays, mace, or other weapons on University-owned or –controlled property, is strictly prohibited by various local, state and/or federal laws and University policy. Students in possession of dangerous weapons or materials will be subject to immediate suspension and may face criminal or civil sanctions. Students are not to possess or explode any type of fireworks on University-owned or –controlled property unless authorized in accordance with city ordinances and approved in writing by the appropriate University officer.
**Hazing**

The hazing of students at DePaul University is strictly prohibited. Hazing is defined in accordance with all applicable local, state, and/or federal laws and includes any action taken or situation created to produce mental or physical discomfort, embarrassment, ridicule or endangerment of a student or group of students. Such activities include, but are not limited to: use/abuse of alcohol, paddling in any form, creation of excess fatigue, physical and psychological shocks, treasure hunts, scavenger hunts, road trips or other similar activity, wearing of public apparel that is conspicuous and normally not in good taste, and morally degrading or humiliating games and activities.

**Reasonable Directives from a University Official or Office**

Students are not to disregard reasonable directives, either verbal or written, issued by a University official or office, or obstruct an official in the carrying out of his/her assigned duties or responsibilities. Failure to follow reasonable directives may result in judicial sanctions or, if appropriate, involuntary withdrawal from the University.

**Sexual Offense**

DePaul University is committed to providing and maintaining a healthy learning and working environment for all students, staff and faculty members. In accordance with DePaul's Catholic and Vincentian values and its role as an educational institution, the university condemns any form of sexual violence. Further, the University is dedicated to providing both prevention programming and referral services for all members of its community through the Office of Health Promotion & Wellness.
VIOLENCE PREVENTION PROGRAMS

In addition to its formal policies, DePaul offers the University community a variety of violence prevention programs throughout the academic year. As noted below, certain programs are regularly offered on an annual basis. Others are available by request. For more information about DePaul’s violence prevention programs, please contact the Public Safety Office at (773) 325-7775.

Crime Prevention Programs

These programs offered by DePaul’s Public Safety Office are based upon the dual concepts of eliminating and minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. The following is a non-exhaustive list of crime prevention programs and projects implemented by DePaul at its two Chicago campuses:

- **Escort Program** – On the Lincoln Park Campus, an escort service is provided, from 6:00 p.m. to 6:00 a.m., for persons walking from one campus building/parking lot to another campus building/parking lot.

- **Access to Residence Halls** – Access to secured Residence Halls is available to residents only via a key or card access system. The exterior doors to student residence halls remain locked 24 hours a day. Trained staff routinely monitor access to residence halls.

- **CAPS** – Chicago Alternative Policing Strategy (CAPS) meetings are held at the Lincoln Park Campus on a quarterly basis in coordination with the Chicago Police Department.

- **Printed Crime Prevention Materials** – Printed crime prevention brochures, posters and bookmarks related to motor vehicle security, bicycle security, residence hall security, the escort service, employee security and library security are widely distributed at crime prevention presentations and at various locations throughout the university’s campuses.

- **Architectural Design** – Outside security consultants and selected members of the Public Safety Department provide significant input into the design of all new and renovated campus facilities to coordinate physical and electronic security systems.

- **Crime Prevention media** – Crime prevention articles and material are routinely published in the student newspaper, sometimes using paid advertising.

- **Operation Virtual Shield** – DePaul regularly participates in the City of Chicago’s Virtual Shield program to further enhance safety on campus.
**Sexual Violence Prevention Programs**

DePaul’s Office of Health Promotion and Wellness serves as an advocate and support for students directly impacted by sexual assault. In addition, the office offers educational trainings, workshops, and events for the DePaul community to build awareness, understanding, and sensitivity around sexual and intimate partner violence. [http://studentaffairs.depaul.edu/svss/resources/index.html](http://studentaffairs.depaul.edu/svss/resources/index.html). The following prevention programs are available for classes, residence halls, and student groups, upon request:

- **Sexual Assault 101** – This program helps to define sexual assault legally versus politically versus culturally. Utilizing statistics to present the Who, What, When, and Where, the program also will discuss how "rape myths" have contributed to society's current understanding of and response to sexual assault.

- One in four women will experience an attempted or completed sexual assault during their four years in college. Sexual assault impacts people of all genders. This workshop will educate students about sexual assault prevalence, myths and facts, prevention, and response. Case studies followed by small group discussion will be used to build understanding around the meaning and importance of seeking and ensuring clear consent prior to all sexual activity.

- **Masculinity and Sexual Assault** – This program introduces the idea that Sexual Assault is not just a women's issue, by examining male involvement as victims, perpetrators, supporters, and allies. The session focuses on "male-positive" messages by attempting to redefine a healthy masculinity and questioning the harmful aspects of traditional male roles. It further addresses how to resist images of masculinity put forward by the media and how to navigate conversations about sexism with friends and family.

- **Alcohol and Sexual Assault** – This program serves to further participants’ understanding of why alcohol is the number one facilitator when a sexual assault is drug related, as well as alcohol’s relevance to life on a college campus. The program emphasizes personal responsibility without encouraging victim blaming.

**Domestic Violence / Intimate Partner Violence Prevention and Awareness Programs**

- **University Counseling Services** information about preventing and responding to [Intimate Partner Violence](http://studentaffairs.depaul.edu/svss/resources/index.html) (Domestic Violence).

Intimate Partner Violence, also called domestic violence, battering or spouse abuse, is violence committed by a spouse, ex-spouse, current or former girlfriend or boyfriend. It can occur among heterosexual or same-sex couples. The violence can be physical, sexual and psychological in nature and includes verbal threats of physical or sexual violence against a partner and stalking a partner. University Counseling Services (UCS) offers affordable counseling to currently enrolled DePaul students. Undergraduate and graduate students are welcome. Services offered include individual, group and couples counseling.
Since 2003, the DePaul University Libraries have housed the archives of the Illinois Coalition Against Domestic Violence (ICADV). ICADV is a private, not-for-profit corporation composed of member organizations throughout the state which are committed to the common goal of preventing and eliminating domestic violence by providing a statewide network of services and through exposing and educating about the roots of such violence.

- List of resources made available by the Office of Health Promotion and Wellness - [http://studentaffairs.depaul.edu/hpw/shvp.html](http://studentaffairs.depaul.edu/hpw/shvp.html)
- List of resources made available by the Women’s and Gender Studies Department: [http://condor.depaul.edu/~wms/RISE/resources.html](http://condor.depaul.edu/~wms/RISE/resources.html)

**Other Related Educational Programs**

- **New Student Orientation** – Crime prevention presentations accompanied by brochures and other printed material are made available to new students during the summer months.
- **Residence Hall Security** – Crime prevention presentations accompanied by brochures and other printed materials are made available to the residence life community and other on-campus residents on a routine basis.
- **Rape Awareness, Education and Prevention** – In cooperation with the Chicago Police Department, the Office of Health Promotion & Wellness provides rape awareness, education, bystander intervention and prevention/proactive presentations each year to members of the university community, including students, staff, and faculty.
- **Crime Prevention Presentations** – The Student Affairs Division and the Public Safety Office coordinate and provide crime prevention and awareness presentations accompanied by brochures and other printed materials on an annual basis to various campus groups and organizations, such as incoming freshmen, transfer students, commuter students, campus departments, and recognized student organizations.
- **Student Advocacy & Welfare Initiative (SAW Initiative)**—The Student Affairs Division, coordinated by the Dean of Students Office, provide presentations to various University departments regarding a variety of issues related to distressed and distressing students. These sessions explore University resources that are available to help address the needs of these students, and emphasize the importance of communication between University offices.
- Brochures dealing with acquaintance rape and other sexual offenses are available through Student Affairs, the Dean of Students Office, the Office of Health Promotion & Wellness, Residential Education, Women’s Center, and the Public Safety Office
**CAMPUS VIOLENCE PREVENTION COMMITTEE**

DePaul’s Campus Violence Prevention Committee (the “CVPC”) is tasked with developing, reviewing, and maintaining this Plan. The CVPC also participates in annual tabletop exercises related to the Plan and makes recommendations to the Public Safety Office and other appropriate departments regarding additional opportunities for violence prevention education on campus.

The CVPC consists of representatives from the following University units:

- Public Safety (Chair)
- Academic Affairs
- Human Resources
- Student Affairs

The CVPC will consult with the Office of the General Counsel as necessary.
**STUDENT Care Team (CAMPUS THREAT ASSESSMENT TEAM)**

DePaul’s Student Care Team (SCT) is responsible for fulfilling the role of a Campus Threat Assessment Team, with respect to students. As such, the SCT is charged with proactively monitoring the University’s campus environment from a threat perspective, as well as providing leadership and coordinating the University’s response to critical incidents that affect individual students. DePaul University has had a Campus Threat Assessment Team, formerly known as the Student Welfare Taskforce (SWTF) since 1982.

The SCT meets on a weekly basis. The group also convenes in-between regularly scheduled meetings whenever the need arises.

The SCT consists of representatives from the following University units:

- Dean of Students (Chair)
- Residential Education
- Public Safety
- University Counseling Services

Disturbing behavior exhibited by a DePaul student should be reported to the Dean of Students, Chair of the Student Care Team (SCT), as soon as possible. The Dean of Students will investigate reports of threats, actions or conduct by DePaul students that may lead to targeted violence involving members of the DePaul community. Based on the Dean of Students’ investigation, the SCT will determine an appropriate, situation-specific response action plan. Information related to SCT action plans will only be shared with individuals outside of the SCT on a need-to-know basis and in compliance with the Family Educational Rights and Privacy Act (FERPA).

The CVPC will consult with the Office of the General Counsel as necessary.

The Office of the Provost and the Employee Relations division of Human Resources are responsible for coordinating the University’s response to disturbing conduct exhibited by DePaul faculty or staff. Any such conduct by a faculty member should be reported to the Office of the Provost as soon as possible. Any such conduct by a staff member should be reported to Employee Relations as soon as possible.
ANNUAL TRAINING

Annual table-top exercise(s) related to this Plan shall be coordinated by the Campus Violence Prevention Committee, the Student Care Team, and other DePaul offices or committees, as appropriate.