
**University of Illinois at Chicago
Campus Violence Prevention and Response Plan**

Approved by the Chancellor and Vice Chancellors 2014

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Forward

Letter of Promulgation

The University of Illinois at Chicago (“UIC”) is committed to fostering an environment where everyone is protected from violence, threats, intimidation, harassment, or fear, and where interpersonal relationships and interactions are productive and safe.

UIC takes reasonable steps to respond to and manage incidents of violence and/or threats on UIC premises; employs useful approaches to identify and prevent potential incidents of violence or threats; reduces the effects of violence on victims; and imposes consequences on those who threaten or perpetuate violence.

This Campus Violence Prevention and Response Plan details UIC's comprehensive violence prevention and response efforts in accordance with all applicable federal and state laws and regulations and to provide the policies and procedures to be followed in responding to and preventing issues involving violence on or affecting the UIC campus.

Adopted the thirteenth of November, 2014

Record of Changes

When changes are made to the Campus Violence Prevention Plan, the following procedures shall be followed:

1. The Vice Chancellor for Administrative Services or designee is ultimately responsible for maintaining, reviewing and updating this plan. A review of the plan will be conducted in August annually and any updates will be formally documented and presented to plan holders, who are set forth in the Distribution List, *infra*.
2. Plan-holders will be notified of changes by memorandum and/or email. Plan-holders will be responsible for updating their respective websites with the most recent, updated plan version.
3. When any change is made, an entry should be noted in the following log:

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
1			
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Distribution List of Campus Violence Prevention and Response Plan Recipients

The Campus Violence Prevention and Response Plan (the “Plan”) will be made available to the campus community via the UIC Police Department’s website and Environmental Health and Safety Office’s website. The Plan will also be linked to the following Department websites: Office of the Dean of Students; Human Resources; Faculty Affairs; Office for Access and Equity; University Health Services; College of Medicine – Chicago, Office of Student Affairs; College of Medicine – Rockford, Office of Student Affairs; College of Medicine – Peoria, Office of Student Affairs; College of Medicine – Urbana, Office of Student Affairs; College of Nursing – Rockford, Office of Student Affairs, Campus Advocacy Network, and the Office of Diversity. The Vice Chancellor for Administrative Services or his/her designee shall be responsible to taking reasonable efforts ensuring distribution of the Plan.

Hard copies of the Plan will be distributed to the following Plan Holders:

Plan Holder Recipient	Date Issued	Issued By	Complete Plan Provided
Chancellor			
Campus Counsel			
Environmental Health and Safety Office			
Dean of Students			
Assistant Vice President for Human Resources			
Director, Office for Access and Equity			
Director of Housing			
UIC Chief of Police			
University Health Services			
College of Medicine – Rockford, Office of Student Affairs			
College of Medicine – Peoria, Office of Student Affairs			
College of Nursing – Rockford, Office of Student Affairs			
Campus Advocacy Network			
Office of Diversity			

Campus Violence Prevention and Response Policy

Purpose

The purpose of this policy is to state the responsibility of the University of Illinois at Chicago campus community to report and respond to potential indicators and/or threats of violent behavior and to define the processes and resources available.

Scope

This policy applies to all members of the UIC campus community.

Authority

The Vice Chancellor for Administrative Services (VCAS) or his/her designee is assigned responsibility for implementing and maintaining this policy.

Policy Statement

As an institution of higher education, the University of Illinois at Chicago values varied worldviews, diversity, and the commonality of all people in its missions of teaching, research, public service, and economic development. UIC strives to maintain an environment of study, research and work that supports its values and missions. Free exchange of ideas and the expression of dissent within the UIC campus community are indications of intellectual vitality and social awareness. Maintaining an environment that is free from violence, threats, harassment and reasonable fear for safety is fundamental to protecting this intellectual discourse.

No person at UIC shall engage in any act of violence and/or threats of violence.

UIC does not tolerate acts or threats of violence or other aberrant behavior committed by or against employees, faculty, students, patients, visitors, or other third parties:

- on University owned, controlled, or leased properties;
- at University-sponsored events or activities; or
- off-campus where such conduct has a significantly detrimental effect or impact on the UIC campus community's environment of study, research, teaching, or public service; productive and effective relations among individuals at UIC; or care of the treatment of patients.

UIC will employ relevant and effective management strategies to identify and prevent incidents of violence, reduce the effects of violence on victims, and hold those accountable who threaten or

perpetrate violence through imposing appropriate consequences, up to and including but not limited to criminal prosecution, termination of employment and/or enrollment, services, and access.

All persons are encouraged to report violent behavior and will not be subjected to any acts of retaliation for good faith reporting.

In service of its commitment to the welfare, health and safety of all members of the UIC community, UIC has developed a comprehensive Campus Violence Prevention and Response Plan (the "Plan"), which will be made available to the campus community via the UIC Police Department's website at and the Environmental Health and Safety Office's website at <http://www.uic.edu/depts/envh/>.

The Plan will also be linked to and clearly marked on the following Departments' respective websites: Office of the Dean of Students; Human Resources; Faculty Affairs; Office for Access and Equity; University Health Services; College of Medicine – Chicago, Office of Student Affairs; College of Medicine – Rockford, Office of Student Affairs; College of Medicine – Peoria, Office of Student Affairs; College of Medicine – Urbana, Office of Student Affairs; Campus Advocacy Network; and the Office of Diversity.

The Campus Violence Prevention and Response Plan is expressly incorporated into this Policy.

Reporting Conduct or Behavior That May Pose A Threat

Guidelines: What to watch for?

The Campus Violence Prevention and Response Policy (the "Policy") is founded on principles of primary prevention, early detection and intervention, proactive engagement, threat assessment and providing supportive services in order to prevent violence. There are certain behaviors that are easily identifiable as crossing the threshold of being prohibited as acts or threats of violence. However, there are other behaviors that may constitute red flags of potential future violent acts. The Policy has identified both unacceptable conduct and observable behaviors that may constitute red flags of potential future violent acts. The Campus Violence Prevention and Response Plan (the "Plan") provides a standardized response to those who cross behavioral thresholds.

Unacceptable conduct includes, but is not limited to, the following:

- Acts and threats of violence towards another person, whether specified or unspecified and/or against the campus as a whole. Types of violence include violence by students, strangers, coworkers, patients, and other campus

visitors. There is no profile or single “type” of perpetrator of targeted violence. The threat assessment process is about behavior, not profiling. Unusual or aberrant behaviors or interests are not necessarily the hallmarks of a person destined to become violent.

- Physical injury or threat of physical injury to others.
- Sexual assault, stalking, dating violence, domestic violence, or sexual harassment.
- Verbal or physical behavior that creates a reasonable fear of injury. Verbal behavior includes any method of communication, including but not limited to email, social media posts, comments posted on websites, or other paper or electronic media.
- Verbal or physical behavior that is intended to or could reasonably cause significant emotional distress.
- Threatening or violent behavior (actual or perceived) based upon a protected status, including but not limited to actual or perceived race, ethnicity, gender, sexual orientation, gender identity, gender expression, religion, citizenship status, immigration status, and other legally protected categories/status.
- Defacing or damaging property or threatening to do so.
- Brandishing a weapon or firearm.

Possible Early Warning Signs: Often there are patterns of behavior that when viewed together and in context can serve as early warning signs that an individual may be on the path to committing violent acts and as such, there is an opportunity for early intervention. By way of example only, early warning signs may include: a co-worker who increasingly expresses that he or she is depressed and hopeless; a supervisor who requires a new employee to work late into the evening while frequently making sexually inappropriate remarks to the new employee; an employee who displays angry outbursts such as slamming his or her door and throwing items at the wall; and a student organization or fraternity/sorority that discusses how to make punch that will incapacitate those who attend the party. Classmates, faculty, advisors, co-workers, supervisors, administrators, and other members of the campus community may observe such behaviors and report their concerns to those listed below. Where early warning signs exist, persons may be referred to a variety of intervention and assistance services.

Depending upon the early warning sign at issue, persons, including employees, may be subject to mandatory leave or suspension and may be subject to discipline, including but not limited to termination and/or expulsion.

Where to Report?

Any individual witnessing or experiencing conduct that he or she believes may pose an imminent threat to safety, security or health is strongly encouraged to **immediately call** the UIC Police at **(312) 355-5555** or his or her local police department at **911**.

If the observed conduct does not pose an imminent threat to safety, security or health, individuals are strongly encouraged to contact:

Chicago Campus

- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696
- Campus Advocacy Network: (312) 413-8206 [*Confidential*]
- Environment Health and Safety Office (EHSO): 312-996-SAFE (7233)
- Facility Management (FM) Services: 312-996-7511
- Risk Management: 312-996-RISK (7475)
- Office for Access and Equity (OAE), Title IX Coordinator: 312-996-8670
- Dean of Students: 312- 996-4857
- Student Counseling Center: 312-996-3490 [*Confidential*]
- Employee Assistance Services: 312-996-3588 [*Confidential*]
- University Health Services: 312-996-7420
- Labor and Employee Relations:
- UIC Human Resources:

Rockford Campus

- Rockford Police: 911
 - TDD: 815-987-5495
 - Non-Emergency: 815-966-2900
- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696
- Campus Advocacy Network: 312-413-8206 [*Confidential*]
- Office for Access and Equity (OAE): 312-996-8670
- Rockford Human Resources: 815-395-5864
- Rockford College of Medicine, Student Affairs: 815-395-5630
- Rockford College of Medicine, Deans Office: 815-395-5600

Peoria Campus

- Peoria Police: 911
 - Non-Emergency: 309-673-4521
- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696
- Campus Advocacy Network (CAN): 312-413-8206 [*Confidential*]
- Office for Access and Equity (OAE): 312-996-8670
- Peoria Human Resources: 309-671-8519
- Peoria College of Medicine, Student Affairs: 309-671-8411
- Peoria College of Medicine, Deans Office: 309-671-8402

Where to Receive Victim Assistance and Advocacy

If you are a victim of violence and would like to talk with someone confidentially to review your on and off campus options and to put in place safety plans, you may contact Campus Advocacy Network (CAN) at 312-413-8206.

Consequences for Engaging in Unacceptable Conduct

Any violation of this policy will subject the individual to administrative, managerial, and/or disciplinary actions under the appropriate University and/or campus policies, **up to and including termination and/or expulsion from the University**. Individuals who violate this policy may also be temporarily or permanently barred from the premises.

Individuals who engage in prohibited conduct may also be subject to arrest and prosecution and/or civil penalties under Illinois law.

Campus Violence Prevention and Response Plan

Campus Violence Prevention Committee

A part of the Campus Violence Prevention and Response Plan (the "Plan"), UIC has designated a Campus Violence Prevention Committee, which is charged with implementing the Plan and working with the threat and response teams to determine which units and individuals are responsible for education and prevention of violence on campus and ensuring that such education is implemented. The Violence Prevention Committee is co-chaired by the Vice Chancellor for Administrative Services ("VCAS") (or designee) and the Vice Chancellor for Student Affairs ("VCAS") (or designee) and is comprised of the following (or their designees): Vice Chancellor for Academic Affairs, Vice President for Health Affairs, Assistant Vice President for Human Resources, the UIC Chief of Police, Director of the Environmental Health and Safety Office, Director of the Office for Access and Equity, and other campus administrators as determined by the co-chairs of the Violence Prevention Committee.

The Prevention Committee is responsible for the following:

- Providing oversight and implementation of the UIC All Hazards Emergency Operations Plan, which is expressly incorporated herein and may be found at <http://www.uic.edu/uic/studentlife/campus/emergencyopsplan.pdf>.
- Providing guidance to the campus threat assessment and response teams, which are defined below.
- Coordinating a campus wide emergency response plan.
- Advising departments on the development of unit safety plans, including individual department and building emergency response.
 - Guidelines developed by the Illinois Office of Emergency Management and Communication will be considered in the development of the unit safety plans.
- Providing a copy of the Plan to the Illinois Emergency Management Agency Regional Office and the Illinois Board of Higher Education.
- Conducting an annual review or as otherwise required by circumstance of the Plan, including evaluating the effectiveness of the Plan and UIC's violence prevention programs.
- Identifying potential or existing risks, including analyzing reports and data to identify high-risk departments, activities, or locations.
- Implementing plans and protocols for responding to credible threats and acts of violence (crisis management plan).
- Delegating responsible departments to participate in emergency response tabletop exercises.
- Coordinating the development of educational outreach activities for employees and students to increase awareness and provide training on campus/workplace violence;

- Reviewing and assisting with the development of threat assessment and response policies and procedures.
- Communicating internally with employees, students, and the public as necessary regarding issues related to campus violence prevention.
- Members of this committee charged with the development, review, and/or implementation of the campus violence prevention plans will be certified in the National Incident Management System (NIMS 100, 200, 300 and 400).

The Prevention Committee will meet once a semester or whenever appropriate to review issues related to violence on campus and provide any necessary oversight to the three threat assessment and response teams, described herein.

Active Threat Team (“ATT”)

The Active Threat Team is a rapid response team that convenes to address immediate emergencies involving violence or threats of violence. ATT is charged with conducting comprehensive fact-based assessments and protocols concerning students, employees, or other individuals who may present a direct and immediate threat to the safety and/or security of the UIC community. The ATT is empowered to take timely and appropriate action, consistent with University policies and applicable law. The ATT is comprised of permanent members and rotating members. As designated by the chairperson, rotating members are utilized on a case-by-case basis depending upon the circumstances of the case and the identity of the individual in question. The ATT also conducts post-incident assessments and evaluations of the effectiveness of the response(s) on a case-by-case and aggregate basis.

- **Chairperson:**

Student: If the individual whose conduct poses the direct and immediate threat is a student, then the Vice Chancellor for Students Affairs or designee serves as chairperson of the team.

Faculty: If the individual whose conduct poses the direct and immediate threat is a faculty member, then the Vice Chancellor for Academic Affairs or designee serves as chairperson of the team.

Staff: If the individual whose conduct poses the direct and immediate threat is a member of the public or visitor to the campus, then the Vice Chancellor for Administrative Services or designee serves as chairperson of the team.

Public: If the individual whose conduct poses the direct and immediate threat is a member of the public or visitor to the campus, then the Vice Chancellor for Administrative Services or designee serves as chairperson of the team.

Hospital: If the individual whose conduct poses the direct and immediate threat is employed by the University of Illinois Hospital & Health Sciences or is a patient

or visitor of the Hospital, then the Hospital Chief Operating Office (or designee) shall serve as co-chairperson. ATT will coordinate with the Hospital Threat Response Team and Hospital Threat Assessment Team governed by the University of Illinois Hospital Management Policy and Procedure, Violence Response Plan, EC 3.13.

The Chairperson is responsible for convening a meeting (in person, electronically, or via telephone or other means) of the ATT as soon as possible once a threat of or actual violence becomes known.

- **Permanent Members:** Vice Chancellor for Administrative Services, Vice Chancellor for Student Affairs, Director of the Counseling Center, UIC Police Chief, Associate Chancellor for Public Affairs, Director of Environmental Health and Safety Office, and a representative from the Office of University Counsel.
- **Rotating Members:** Rotating members are called upon on a case-by-case basis and include representatives from the following offices: College Deans, Office of Faculty Affairs, campus Human Resources, Office for Access and Equity, Labor and Employee Relations, University Health Services, Employee Assistance Services, Dean of Students, Campus Housing, Women's Leadership and Resource Center/Campus Advocacy Network, Office of International Services, Student Centers, and University of Illinois Hospital & Health Sciences.

Case records are maintained in the following offices: for students, the Office of the Dean of Students; for staff, campus Human Resources and the appropriate unit.

The ATT must consult with the Office of Access and Equity (OAE) if violence or threats thereof are occurring within the context of sexual assault, sexual harassment, stalking, domestic violence, dating violence or unlawful discrimination. All cases involving stalking, sexual assault, sexual harassment, domestic violence, or dating violence must be immediately reported to the OAE Title IX Coordinator.

Student Response Team ("SRT")

The Student Response Team ("SRT") coordinates support services and administrative threat assessments, responds to crises involving students, and provides individual student case review and management. The Dean of Students chairs the team. Representatives from Campus Housing, Student Centers, International Services, the Counseling Center, Women's Leadership and Resource Center/Campus Advocacy Network, Public Affairs, UIC Police, University Counsel, Office for Access and Equity Title IX Coordinator, and Academic Affairs serve on the team.

The SRT meets monthly during the Fall and Spring semesters. The Team discusses general student issues/problems, policies related to student concerns/behaviors, and recommendations for programs/services to meet student needs; and reviews individual student cases that have surfaced

as a result of concerns raised to team members. The intent is to exchange information, as appropriate, in order to better assist and support students of concern as well as to develop a plan that serves the interests of the campus community. SRT may also refer matters to the ATT for review.

Records for the Student Response Team are maintained in the Dean of Students office. When appropriate, members of the Student Response Team may communicate more frequently to assess, manage and mitigate threatening, self-destructive, and violent student behavior.

SRT must confer with the Office of Access and Equity (OAE) if violence is occurring within the context of sexual misconduct or unlawful discrimination. All cases involving stalking, sexual assault, sexual harassment, domestic violence, or dating violence must be immediately reported to the OAE Title IX Coordinator.

Faculty and Staff Response Team (“FSRT”)

The Faculty and Staff Response Team (“FSRT”) coordinates support services and administrative response to crises involving faculty, staff and visitors to the campus; makes referrals to the ATT; and provides individual faculty/staff case review and management. The team is co-chaired by the Director of the Office for Access and Equity (or designee) and the Director of Environmental Health and Safety Office (or designee). Representatives from campus Human Resources, University Health Services, Employee Assistance Services, the Women’s Leadership and Resource Center/Campus Advocacy Network, Faculty Affairs, UIC Police, University Counsel, Labor and Employee Relations, and Public Affairs serve on this team.

The FSRT meets monthly during the Fall and Spring semesters. The Team discusses general faculty and staff issues/problems, policies related to employee concerns/behaviors, and recommendations for programs/services to meet the needs of faculty, staff, and the members of the public; and reviews individual cases that have surfaced as a result of concerns raised to team members. The intent is to exchange information, as appropriate, in order to better assist and support the person of concern as well as to develop a plan that serves the interests of the campus community. FSRT may refer matters to the ATT. When appropriate, members of the FSRT may communicate more frequently to assess, manage and mitigate threatening, self-destructive, and violent behavior.

FSRT must consult with the Office of Access and Equity (OAE) if violence is occurring within the context of sexual misconduct or unlawful discrimination. All cases involving stalking, sexual assault, sexual harassment, domestic violence, or dating violence must be immediately reported to the OAE Title IX Coordinator.

The offices of the FSRT co-chairs maintain records for the FSRT.

Conducting Threat Assessments

Guiding Principles of the ATT, SRT, and FSRT

- The safety of individuals and the UIC community is the teams' primary focus and a shared concern of all members of the community.
- The teams are not substitutes for emergency response to an active or imminent threat to the safety of the university community.
- Coordination, collaboration, and effective information sharing is critical to the teams' performance.
- A fact-based, analytical approach will guide the decision making process of the teams.
- The teams will establish or utilize existing collaborative relationships with local, state, and federal law enforcement and other local and institutional resources as necessary in order to expedite assessment and intervention with individuals whose behaviors may present a threat.
- The teams will treat all persons fairly, with dignity and respect.
- The teams will address and manage impact to individuals, groups and the community.
- The teams will not base decisions on stereotypes or unconscious bias towards members of a particular group.

Identifying Persons-of-Concern

The following behaviors may raise concerns about an individual's potential for violence or self-harm (the behaviors listed below are not meant to be an exhaustive list):

- Behavior that can reasonably be interpreted as threatening.
- Explicit threats of violence to any member of the UIC community.
- Highly disruptive behavior, including, hostile, aggressive, bullying, intimidating, and/or violent behaviors.

- Behavior that causes others to express concern about their personal safety.
- Behavior that leads to arrest or investigation for a violent or threatening offense.

Reporting

Any individual witnessing or experiencing conduct that he or she believes may pose an imminent threat to safety, security or health is strongly encouraged to **immediately call** the UIC Police at **(312) 355-5555** or his or her local police department at **911**.

If the observed conduct does not pose an imminent threat to safety, security or health, individuals are strongly encouraged to contact:

Chicago Campus

- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696
- Campus Advocacy Network: (312) 413-8206 [*Confidential*]
- Environment Health and Safety Office (EHSO): 312-996-SAFE (7233)
- Facility Management (FM) Services: 312-996-7511
- Risk Management: 312-996-RISK (7475)
- Office for Access and Equity (OAE): 312-996-8670
- Dean of Students: 312- 996-4857
- Student Counseling Center: 312-996-3490 [*Confidential*]
- Employee Assistance Services: 312-996-3588 [*Confidential*]
- University Health Services: 312-996-7420

Rockford Campus

- Rockford Police: 911
 - TDD: 815-987-5495
 - Non-Emergency: 815-966-2900
- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696

- Campus Advocacy Network: 312-413-8206 [*Confidential*]
- Office for Access and Equity (OAE): 312-996-8670
- Rockford Human Resources: 815-395-5864
- Rockford College of Medicine, Student Affairs: 815-395-5630
- Rockford College of Medicine, Deans Office: 815-395-5600

Peoria Campus

- Peoria Police: 911
 - Non-Emergency: 309-673-4521
- UIC Police: 312-355-5555
 - TDD: 312-413-9323
 - Non-Emergency: 312-996-2830
 - Information Line: 312-413-9696
- Campus Advocacy Network (CAN): 312-413-8206 [*Confidential*]
- Office for Access and Equity (OAE): 312-996-8670
- Peoria Human Resources: 309-671-8519
- Peoria College of Medicine, Student Affairs: 309-671-8411
- Peoria College of Medicine, Deans Office: 309-671-8402

Providing Resources to the Victim

In all cases, a member of the appropriate Threat Team shall provide persons who report violence or threats thereof with information regarding resources for advocacy and counseling. If a victim so chooses, Campus Advocacy Network (CAN), 312-413-8206, will work with the victim to advocate and coordinate services. CAN will ensure that all members of the Threat Teams have copies of their resource sheets and brochures.

Inquiry Phase (Team assembled)

When a person-of-concern has been identified, the appropriate Team (ATT, SRT, or FSRT) conducts a fact-based threat assessment inquiry and shall alert appropriate University officials, such as the UIC Police. Members of the appropriate Team will determine whether a person-of-concern is on a path toward or away from harmful or violent behavior, the level of risk that currently exists for harm or violent behavior, and/or if the person does not pose a threat of harm or violence, the need for managed assistance or intervention.

In determining whether a person-of-concern presents a direct threat, the appropriate Team will make an individualized and objective assessment of the individual's ability to safely remain in the campus community, based on the best available objective evidence and, where applicable, a

reasonable medical judgment relying on the most current medical knowledge. To the extent possible, the assessment will determine the nature, duration, and severity of the threat, the probability that the potentially threatening injury will actually occur, and whether reasonable modifications of policies, practices, or procedures will sufficiently mitigate the threat. An individual's observed conduct, actions, and statements will be considered. An individual with a disability will not be subjected to an adverse action based on unfounded fears, prejudice, and stereotypes. Refer to Appendix A: *Threat Assessment Inquiry: Fact-Based Considerations*. In making determinations of safety, the applicable Team may confer with the UIC Police and CAN.

Developing/Maintaining Management and Assistance Plans

Teams will determine the most appropriate intervention and/or referral plan for the person-of-concern, including plans for monitoring and follow-up. In consultation with ATT, where appropriate, SRT (for student issues) and/or with FSRT (for non-student issues) will develop the management and assistance plans for the person-of-concern. Management plans are interventions for persons-of-concern who the teams determine pose a threat. Assistance plans are interventions designed for persons-of-concern who are believed not to pose an active threat but may need to be connected to appropriate services. Teams may access a range of support services for students, faculty and staff that includes mental health services, crisis management and comprehensive services for victims, whether provided on campus or by accessing community resources. If a matter is being handled at the level of the ATT, once the situation is deemed non-imminent, ATT should refer the matter to either SRT or FSRT for further handling.

Authority

All members of the University community (faculty, staff, students, and visitors) are expected to cooperate with requests for information from the ATT, SRT, and FSRT relative to successfully monitoring any person-of-concern.

In addition to its information gathering and assessment functions, the ATT, SRT, and FSRT are advisory bodies that may make recommendations to an applicable UIC school or department to take specific actions regarding a person-of-concern. If the school or department chooses not to follow a threat assessment team's recommendation in cases where there is an immediate and/or significant concern for safety, or as otherwise appropriate, the Team may further communicate its recommendation to University officials up to and including the University President, as necessary.

Retaliation

The University prohibits retaliation against anyone for registering a good-faith concern with any of the teams, assisting another in registering a concern, or participating in any team investigation. Anyone experiencing any conduct that he or she believes to be retaliatory should immediately report it to the Office for Access Equity and/or the University Office of Ethics.

Confidentiality

Reports of threatening behavior made to any of the threat assessment teams (ATT, SRT, FSRT) will be handled as discreetly as possible, with facts made available only to those who need to know to investigate and properly intervene in the matter. Please note, however, that disclosure of threatening behavior may be necessary to protect the health and safety of the individual and/or UIC community. In those circumstances, relevant information may be provided to emergency response personnel, police, parents and family members, third party forensic assessment organizations, or in extreme circumstances, the entire UIC community, among others.

Member of the Campus Community Who Has Obtained An Order of Protection

Any member of the UIC community who has obtained an Order of Protection is strongly encouraged to notify the University Police.

1. The UIC Police will work with the affected individual and assess any immediate safety concerns.
2. As warranted, the UIC Police may assist in creating a safety plan or refer the affected individual to Campus Advocacy Network (CAN). CAN will assist the affected individual with creating safety plans for on and off campus.
3. As warranted, UIC Police or supervisors with knowledge of an order of protection involving employees or students will contact the Chairperson of the appropriate threat assessment team (i.e., ATT, SRT, and/or FSRT), who may convene its membership.
4. If a situation arises to the threshold of being “activated” (i.e., a situation is deemed to pose a direct and immediate threat) by consensus of the appropriate campus threat assessment team, a point of contact is assigned and an action plan is developed.
5. Ongoing developments will be periodically reviewed until the situation is “deactivated.”

Outreach Activities and Education

According to the research in violence prevention, important factors in reducing violence include: (1) building community and connection; (2) increasing a sense of security with police presence and informational kiosks; (3) enhancing social skills and (4) increasing bystander interventions. A list of current campus initiatives that relate to these factors shall be maintained by SRT and FSRT. The Outreach Activities and Education List shall be incorporated herein as Appendix B.

Campus Communication Plan

UIC Public Affairs and the UIC Police Department will work in coordination to publish the appropriate emergency and/or emergency notification as dictated by circumstances. These notifications may include the following methods:

- Urgent messages on the UIC Homepage website:
http://www.uic.edu/homeindex/emergency_preparedness.shtml
- Urgent email messages (sent to all UIC email accounts)
- Short Message System (sent to all SMS subscribers)
- Audio address system

CAMPUS RESOURCES/SUPPORT

The University will make efforts to provide a campus and workplace free from violence and to protect and support victims and those threatened or exposed to acts or threats of violence by offering security measures and identifying appropriate resources for providing support and assistance. Victims may also need special accommodations or adjustments to their work or class schedules, location or working conditions in order to enhance their safety. The University will accommodate these requests and needs whenever possible and appropriate.

A. Mental Health Resources

The Counseling Center provides crisis intervention, confidential assessment, outpatient psychological and psychiatric services, and consultation for students impacted by threats or acts of violence and trauma. The Counseling Center provides referral to and coordination of care with other on- and off-campus providers as needed and manages the InTouch Crisis Hotline. The InTouch Hotline is a service available from 6:00-10:30 PM daily and is staffed by students trained in crisis intervention.

Additional mental health resources available on campus include the Neuropsychiatric Institute and its clinics, Family Medicine Department's Student Health Service, and the Department of Psychology's Office of Applied Psychological Services. University Health Services, Employee Assistance Service offers free, professional, confidential assessments, short-term counseling referrals, and follow-up for UIC employees and their families. Emergency medical and psychiatric intervention are also available through the UIC Hospital emergency room and inpatient units.

B. Campus Advocacy Network (CAN)

Campus Advocacy Network (CAN) offers confidential services for students, faculty and staff survivors of sexual assault, rape, dating/domestic violence or other forms of interpersonal violence. Services include crises support, education, advocacy, safety planning, daytime escorts and referrals. Advocates can provide assistance with obtaining orders of protection, making police reports, and pursuing criminal, civil and/or University administrative options. CAN provides consultations to academic departments and offices regarding issues relating to safety, potential risk and identifying interventions connected to stalking and harassment and other forms of interpersonal violence. Consultations are also provided on how to administratively handle orders of protections listing specific departments and campus areas.

C. Information/Questions

General questions about the campus violence response and prevention plan should be directed to the Vice Chancellor for Administrative Services at 312-413-1401.

Questions about specific issues may also be directed to:

- Environmental Health and Safety Office: (312) 413-2140
- Access and Equity: (312) 996-8670
- Campus Advocacy Network: (312) 413-8393
- Counseling Center: (312) 996-3490/InTouch Crisis Hotline (312) 996-5535
- Office of the Dean of Students: (312) 996-4857
- Employee Assistance Program: (312) 996-3588
- Environmental Health and Safety Office: (312) 996-7411
- UIC Police: (312) 996-2830
- Office of University Counsel: (312) 996-7762
- Campus Advocacy Network: (312) 413-1025

Additional University Policies Related to Violence Prevention

- All Hazards Emergency Operation Plan
- Statement on Sex Discrimination, Sexual Harassment, and Sexual Misconduct (November 2012)
- University of Illinois Policy: Prohibition of Sex Discrimination, Sexual Harassment, and Sexual Misconduct and Related Activities and Education Programs
- UIC Student Sexual Misconduct and Interpersonal Violence Policy
- University of Illinois Hospital, Management Policy and Procedure, No. EC 3.13 (Hospital Threat Response Team and Hospital Threat Assessment Team)
- University of Illinois Hospital, Management Policy and Procedure, No. EC 3.14 (Hospital Workplace Violence Prevention Policy)

Appendix A

Threat Assessment Inquiry: Fact-Based Considerations

The following non-exclusive fact-based considerations guide threat assessment inquiries of persons of concern for harmful or violent behavior. These considerations will help threat assessment team members determine whether a person of concern is on the path toward or away from harmful or violent behavior; the level of risk that currently exists for harm or violent behavior; or, if the person does not pose a threat of harm or violence, the need for managed assistance or intervention.

The following guiding principles of a fact-based threat assessment approach should be considered by team members when conducting an inquiry:

- Targeted violence is neither random nor spontaneous. Target violence, rather, is seen as a result of an understandable, and often discernible, pattern of thinking and behavior.
- There is no profile or single “type” of a perpetrator of targeted violence. The threat assessment process is about behaviors, not profiling.
- Unusual or aberrant behaviors or interests are not necessarily the hallmarks of a person destined to become violent.
- There is a distinction between making a threat (expressing intent to harm) and posing a threat (engaging in behaviors that further a plan to harm).
- Many persons who pose a serious risk of harm will not issue direct threats prior to an attack.

Potential Early Warning Signs and Risk Factors¹

1. Disruptive, intimidating or concerning behavior.
2. Social withdrawal or isolation.
3. Threat is made, but is vague or indirect. Threat lacks realism.

Potential Imminent Warning Signs and Violence-Related Behaviors

1. Threat is present.
2. Seriously disruptive or intimidating behavior.
3. Suicide threats, gestures or statements.
4. Detailed plausible threats of violence (time, place, target, method).
5. Indications the person has undertaken planning or rehearsals to carry out an act of harm or violence.

¹ Randazzo, et al. Threat Assessment in Schools: Empirical Support and Comparison With Other Approaches U.S. Secret Service. Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates.

6. Acts of rage, harm, violence, or destruction of property.
7. Recent weapon-seeking behavior linked to ideas or interests in harm or violence.
8. Communications indicating the person has a worrisome interest in violence or is considering violence.
9. Surveillance of sites or persons linked to ideas or interests in harm or violence.

Desire to kill, die or be killed

1. Does the person see violence as the acceptable, desirable, or only way to solve problems?
2. Excessive feelings of rejection.
3. Excessive feelings of victimization.
4. Expressions of harm or violence.
5. Uncontrolled anger.
6. Prejudicial attitudes.
7. History of discipline problems or poor work/academic performance.
8. Drug or alcohol abuse.
9. Obsession with perceived injustices.
10. Obsession with violent acts or weapons.
11. Excessive feelings of desperation or despair.

Precipitating Events, Pre-Disposing Factors and Current Life Information

1. Relationship difficulties or conflict.
2. Death, loss or other traumatic event.
3. Recent failure or loss of status.
4. Inappropriate desire for attention, recognition, or notoriety.
5. Obsessive pursuit, stalking, monitoring, or undesired communications with others.
6. Are other people concerned about the person's potential for harm or violence?
7. Present stability of living and home situations.
8. Current grievances or grudges.
9. Known difficulty dealing with a stressful event.
10. Downward progression in social, academic, behavioral, employment, or psychological functioning.
11. School or other agency involvement.
 - a. Law enforcement, court, probation services
 - b. Discipline
 - c. Mental health
 - d. Social Service

Motive, Intent & Resolve

1. What motivated the person to make the statements or take the actions that caused him or her to come to attention?
2. Mental and emotional state at time the threat was made.

3. Does the circumstance or situation that led to these statements or actions still exist?
4. Does the person have a major grievance or grudge? Against whom?
5. What efforts have been made to resolve the problem and what has been the result? Does the person feel that any part of the problem is resolved or see any alternatives?
6. Where does the person exist along the pathway to harm or violence?
 - a. What thresholds have been crossed (has the person violated agreements or court orders, made a will, given away personal items, or expressed willingness to die or be incarcerated)?
 - b. How fast are they moving towards harm or violence?

Capability

1. Does the person of concern have the capacity to carry out an act of harm or violence?
2. How organized and practical are the person's plans and threats?
3. What circumstances might affect the likelihood of harm or violence?

Stabilizing Factors

1. Family support/involvement.
2. Mental health or social service support.
3. Other support or intervention.
4. Relationship with someone that the person of concern can confide in.
5. Others who know the person of concern and can discourage violence.

Priority Levels for Persons-of-Concern

Priority 1 (Imminent Risk)

The person/situation appears to pose a clear and immediate threat of serious violence toward self or others and requires containment. The Team should immediately notify law enforcement to pursue containment options, and/or take actions to protect identified target(s). Once such emergency actions have been taken, the Team may continue monitoring situation.

Priority 2 (High Risk)

The person/situation appears to pose a threat of self-harm or physical violence, usually to an identifiable target, but currently lacks immediacy and/or a specific plan – or a specific plan of violence does exist but currently lacks a specific target.

Priority 3 (Moderate Risk)

The person/situation does not appear to pose a threat of violence to self or others at this time, but does exhibit behaviors/circumstances that are likely to be disruptive to the community.

Priority 4 (Low Risk)

The person/situation does not appear to pose a threat of violence or self-harm at this time, nor is there evidence of significant disruption to the community.

Priority 5 (No Identified Risk)

The person/situation does not appear to pose a threat of violence or self-harm at this time, nor is there evidence of significant disruption to the community. The Team can close the case without a management or monitoring plan, following appropriate documentation.