



## UCCS CAMPUS POLICY

**Policy Title: Violence Free Campus**

**Policy Number: 100-007**

**Policy Functional Area: Administration and Finance**

Effective: August 5, 2016

Approved by: Pam Shockley-Zalabak, Chancellor

Responsible Vice Chancellor: Administration and Finance (VCAF)

Office of Primary Responsibility: Human Resources

Policy Primary Contact: Executive Director, Human Resources 719-255-3696

Supersedes: October 9, 2012; February 27, 2012

Last Reviewed/Updated: April 26, 2016

Applies to: Administration, Faculty, Staff, Students, and Third Parties

Reason for Policy: To promote a violence-free campus, to prohibit violent behavior at the UCCS workplace and within the campus community, and to establish procedures for reporting Violent Behavior.

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## I. INTRODUCTION

The University of Colorado Colorado Springs ("UCCS" or "University") is committed to providing a safe and secure campus community where individuals may study, work, reside, and visit.

## II. POLICY STATEMENT

### A. Prohibition on Violent Behavior

UCCS does not tolerate behavior, whether direct or indirect, that a reasonable person would find to be violent, threatening violence, harassing or intimidating, or disruptive to the work or educational environment or UCCS's ability to provide services to the public ("Violent Behavior"). Violent Behavior can include: physical acts, oral or written statements (including emails, text messages, and postings on social media sites), gestures, or expressions.

### B. Consequences of Violent Behavior

Individuals who engage in Violent Behavior may be excluded from campus or campus events, and may be subject to disciplinary action, up to and including expulsion or termination of employment, as applicable. In addition, UCCS may refer individuals who engage in Violent Behavior to local, state, or federal law enforcement authorities for criminal investigation.

### C. Applicability

This policy applies broadly to all areas of University operations and programs and to all University property, facilities and off-campus locations where University business is conducted. It applies broadly to all University employees, including student employees, and any third parties such as vendors, contractors, subcontractors, consultants, and others who do business with the University. It also applies to other third parties, such as former employees, customers, and visitors on University property.

### D. Reporting Incidents

To report an incident, the UCCS Department of Public Safety ("DPS") may be reached at (719) 255-3111 at all times throughout the year. Anyone aware of Violent Behavior or potential concerns of Violent Behavior shall report the incidents as follows:

#### 1. Emergency or Life-Threatening Events

An emergency or life-threatening event is an event in which Violent Behavior is occurring, or where it appears that Violent Behavior is imminent, such as a verbal altercation that appears to be escalating. University employees are required to immediately report all actual or imminent Violent Behavior that is observed while on campus or at off-campus University sponsored events.

##### a. Occurring on campus:

- i. To report medical emergencies or life-threatening Violent Behavior, call either: 1) 9-911 from a campus phone, which will also simultaneously alert the Department of Public Safety; or 2) The Department of Public Safety at (719) 255-3111."

##### b. Occurring at off-campus University sponsored events:

- i. To report emergency or life-threatening Violent Behavior occurring at an off-campus University sponsored event, call 911 from any phone.
- ii. After the emergency is over, notify the DPS of the details of what occurred at the first possible opportunity.

#### 2. Emerging or Potential Concerns

An emerging or potential concern is a non-emergency situation.

- a. Employee concerns are addressed by the Faculty Response Team in Human Resources. Please contact the Office of Human Resources to report concerns at (719) 255-3385.
- b. Student concerns are addressed by the CARE Team in the Office of the Dean of Students. Please contact the Dean of Students to report concerns via the online submission form, available [here](#).

#### 3. Sexual Misconduct and Protected Class Discrimination and/or Harassment

Sexual misconduct and protected class discrimination and/or harassment should be reported in accordance with University of Colorado Administrative Policy Statement 5014 "Sexual Misconduct" and University of Colorado Administrative Policy Statement 5065 "Protected Class Nondiscrimination". Please contact the University's Office of Institutional Equity at (719) 255-4324 for more information.

#### 4. Anonymous Reporting

Anonymous reports of Violent Behavior may be made through CU EthicsPoint. This third-party service can be reached by calling (800) 677-5590 or by using an interactive questionnaire located at [EthicsPoint](#).

#### E. Anti-Retaliation Provision

Retaliation against anyone who made a good faith complaint of Violent Behavior, who witnessed or experienced Violent Behavior, or who participated in the investigation or response to Violent Behavior is a violation of this policy. Violations of this provision may result in disciplinary action, up to and including expulsion or termination of employment, as applicable.

### III. KEY WORDS

- A. Violent Behavior: Behavior, whether direct or indirect, that a reasonable person would find to be violent, threatening violence, harassing or intimidating, or disruptive to the work or educational environment or UCCS's ability to provide services to the public. Violent Behavior can include: physical acts, oral or written statements (including emails, text messages, and postings on social media sites), gestures, or expressions.
- B. Emergency or Life-threatening Event: An emergency or life-threatening event is an event in which Violent Behavior is occurring, or where it appears that Violent Behavior is imminent, such as a verbal altercation that appears to be escalating.
- C. Emerging or Potential Concern: An emerging or potential concern is a non-emergency situation.

### IV. RELATED POLICIES AND OTHER RESOURCES

- A. Administrative Policy Statements (APS) and Other Policies
  - 1. [University of Colorado Administrative Policy Statement 5014 Sexual Misconduct](#)
  - 2. [University of Colorado Administrative Policy Statement 5065 Protected Class Nondiscrimination](#)
- B. Other Resources
  - 1. [CARE Team: Submit a Concern](#)
  - 2. [EthicsPoint](#)

### V. HISTORY

Initial policy approved	April 11, 2002
Revised	June 16, 2008
Non-substantive Changes	February 18, 2025