

**POLICY**

Effective Date: June 9, 2008  
 Approved By: Karen W. Morse, President  
 Executive Policy Group

Authority: Clery Act 20 USC 1092(f)  
 Executive Order 96-05

[RCW 28B.10.569](#), [28B.10.570](#), [28B.10.571](#)

Cancels: POL-U5400.02 Policy on Domestic Violence in the Workplace  
 POL-U5400.06 Sexual Misconduct Policy

See Also: [POL-U5950.01](#) Health, Safety and Environmental Protection  
[POL-U5620.01](#) Possessing Firearms or Dangerous Weapons on Campus  
[WAC 516-23](#) Student Rights and Responsibilities Code  
 WWU Administrative Policies and Procedures on Affirmative Action, Employment, Equal Opportunity and Discrimination

## **POL-U5615.01 RESPONDING TO CAMPUS VIOLENCE OR THREATS OF VIOLENCE**

*This policy applies to all students, faculty, staff, contractors, volunteers and visitors to Western Washington University.*

### **Definitions:**

Domestic Violence - Domestic violence is abusive behavior that is physical, sexual, and/or psychological, intended to establish and maintain control over a domestic partner (different sex or same sex spouse/partner), spouse, or other household member.

Violence – Violence includes, but is not limited to, physical abuse, intentional injury, or harm of another person.

Threats of Violence – Threats of violence are behaviors that create a hostile or threatening educational or working environment, to include, but are not limited to:

- a. Unwanted and/or intimidating contact and/or communication of a threatening nature;
- b. An expressed or implied threat to an individual's personal safety or property, academic efforts, employment, or participation in university activities;
- c. Stalking or contacting another person in a manner that intimidates, harasses, or places another in fear for their personal safety or to their property; and/or
- d. Behavior that threatens or intimidates on the basis of race, national or ethnic origin, creed, age, sex, marital status, status as a veteran, sexual orientation, or disability.

### **1. The University is Committed to an Environment that is Free from Violence, Domestic Violence and Threats of Violence**

The university is committed to a working and educational environment that is free from violence and threats of violence by and against university students, faculty, staff, contractors, volunteers and visitors.

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The university believes it is essential to build an environment where students, faculty, staff, volunteers and visitors look out for and are concerned about each other.

The university will not tolerate violence or threats of violence, except as may be required for law enforcement, on university property or at university sponsored activities.

### **2. The University Provides Support and Assistance to Those Affected by Domestic Violence**

Due to the complexity and pervasiveness of domestic violence and its impact in the workplace, Western Washington University provides individualized support and assistance to students, faculty and staff who are victims of domestic violence. This may include, as feasible: confidential means for requesting assistance, work/class schedule adjustments, resources and referral information, or leave as needed to obtain assistance and workplace relocation. Other assistance may be provided based on individual need.

### **3. The University Provides Support and Assistance to Those Affected by Violence and Threats of Violence**

Western Washington University provides individualized support and assistance to students, faculty and staff who are victims of violence and threats of violence. This may include, as feasible: confidential means for requesting assistance, work/class schedule adjustments, resources and referral information, or leave as needed to obtain assistance and workplace relocation. Other assistance may be provided based on individual need.

### **4. The University Maintains a Threat Assessment Team**

The university maintains a collaborative, multi-disciplinary Threat Assessment Team that includes law enforcement, mental health professionals, medical professionals and others. This team will identify, assess and manage situations indicating violent or potentially violent behaviors by individuals or groups. The university will select additional educators, administrators or staff members on a case-by-case basis as needed. This team will work together to share information regarding actual or potential threatening situation(s). Protected information shall only be shared as permitted under the Family Educational Right and Privacy Act (FERPA) and other applicable privacy laws.

### **5. Individuals Immediately Report Violence, Domestic Violence, or Threats of Violence**

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Individuals who witness, have knowledge of or are subject to violence or threats of violence on university property, in a university facility or at a university sponsored activity will immediately contact University Police. Off-campus university offices will immediately contact local law enforcement agencies.

**6. Individuals Concerned About a Person's Behavior Should Call "SAFE" Campus Phone Number**

Individuals who are concerned about a person's behavior, although no violence or threat of violence has occurred, should call the "SAFE" Campus phone number:

**SAFE Campus Phone Number: (360) 650-SAFE or 650-7233**

The information will be screened by trained personnel and forwarded to the Threat Assessment Team or appropriate university office.

**7. University Police, Equal Opportunity Office, Human Resources and Student Affairs Coordinate to Provide Education**

The University Police, Equal Opportunity Office, Human Resources, and Student Affairs will coordinate to provide training, education and communication to members of the campus community.