Policy Manual – Campus Violence

HUMAN RESOURCES AND LABOR RELATIONS
Section 414 Campus Violence

Effective: 11/17/08
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Responsible Office: Human Resources & Student Affairs

Policy Statement:

The University of Maine System takes pride in its tradition of maintaining a safe learning and working environment. Civility, mutual respect toward all members of the University community, and a safe campus are essential for effective teaching, learning, and work performance. The University is committed to the goals of civility and mutual respect and to providing a safe environment in its operations and activities.

The University will not tolerate acts of violence against or by any member of the University community, including students, faculty, staff, and visitors, that occur in University offices, classrooms, residence halls, facilities, worksites, vehicles, or while a University employee is conducting University business or a student is participating in curricular or co-curricular activities on or off-campus. The University will provide educational information about, take reasonable measures to prevent, and respond to incidents of campus violence. The University seeks to support members of the University community who are victims of campus violence and to reduce the impact of violence on student and employee well-being and productivity.

As part of this policy, the University will not tolerate domestic violence in the workplace or educational setting, including harassment and violent or threatening verbal or physical behavior that may result in injury or otherwise places one’s safety and productivity at risk. The University is committed to assisting members of the University community who are victims of domestic violence. All faculty, staff, and students need to take seriously the problem of domestic violence and its effect on campus. Domestic violence affects people from all walks of life and can adversely affect the well-being and productivity of faculty, staff, and students who are victims, as well as co-workers and others. Other campus effects of domestic violence may include increased absenteeism, turnover, and health care costs.

Sexual Harassment, Sexual Assault, Domestic Violence and Stalking is are prohibited under the University’s Policy on Sex Discrimination, Sexual Harassment, Sexual Assault, Relationship Violence, Stalking and Retaliation.

Any member of the University community who violates this policy or uses any University resources to threaten or harass another person may be subject to disciplinary action, up to and including termination for employees, expulsion/dismissal for students, and/or civil and criminal prosecution. Alleged violations by students will be referred to the Student Judicial Officer under
the Student Conduct Code. A visitor who violates this policy may be removed from the property
and reported to police authorities.

Any person who experiences, witnesses, or has information about an alleged threat or violent act
on campus, at a university facility, or while engaging in university-related activities is strongly
couraged to immediately contact the university official designated by the President. All
supervisors and administrators must immediately contact the designated university official to
report such alleged threats or violent acts. An individual who has experienced violent or
threatening behavior is urged to seek support from a trusted person, which does not obligate
either person to file a formal report, unless they are a supervisor or administrator.

All reports of incidents will be appropriately investigated. The university will promptly report
instances of threats or violence on campus to appropriate law enforcement agencies, as required,
and fully cooperate with local law enforcement agencies during any investigation.

Definitions

Campus violence is any physical assault, or threatening or harassing verbal or physical behavior,
occurring on University premises, in University facilities, or while conducting University
business. It includes, but is not limited to, beating, stabbing, shooting, sexual assault, punching
or striking, threatening or harassing communication or gestures, or harassment of any nature
such as stalking.

Domestic violence is abusive or coercive behavior that serves to exercise control and power in an
intimate relationship. The behavior can be physical, sexual, verbal and/or emotional. Domestic
violence can occur between current or former intimate partners who have dated, lived together,
or been married. It can occur in opposite sex and same sex relationships. Domestic violence is
sometimes also referred to as intimate partner violence, relationship abuse, or dating violence.

A victim is a person who is subject to an act of violence or domestic violence as defined above.

A perpetrator is a person who commits an act of violence or domestic violence as defined above.

Procedures

Each university shall adopt procedures consistent with this policy to address campus violence, including domestic violence, in the workplace, educational environment, and other university facilities and at university events and activities. Universities that have previously adopted a domestic violence policy that is consistent with the requirements of the system-wide policy may continue to use it.
Each university shall designate one or more individuals(s) to whom reports of alleged campus violence should be made and one or more individual(s) who will be available to provide information, support, and referrals to individuals experiencing domestic violence. Each university will provide for notification of this policy, the individual(s) to contact and local procedures within the university community.

Investigations of reported incidents may be conducted by the university Human Resources office, UMS Investigations Coordinator, appropriate supervisor or manager, Student Judicial Officer, or applicable law enforcement agency, depending upon the specific circumstances.

**Adopted procedures will include the following provisions regarding domestic violence:**

- Provide appropriate training for employees who are designated to assist individuals experiencing domestic violence on campus.

- Provide appropriate support and assistance to faculty, staff, and students who are victims of domestic violence through the Employee Assistance Program, student counseling center, and/or other university and community resources. This may include confidential means for seeking help, resource and referral information, work schedule adjustments, relocation, or leave, as needed.

- When a job performance or conduct problem is the result of an employee experiencing domestic violence, offer referrals and assistance. Ensure no faculty or staff member will be penalized or disciplined solely for being a victim of domestic violence in the workplace.

- Involve faculty, staff, and students who are victims of domestic violence in developing and instituting approaches to assist them and collaborate with them to implement measures to protect their own well-being and that of others.

- Provide information for faculty, staff, and students who are perpetrators of domestic violence to seek assistance. This may include providing information regarding counseling and certified treatment resources and, where feasible, facilitating assistance for employees and students.