Policy Manual – Campus Violence

HUMAN RESOURCES AND LABOR RELATIONS
Section 414 Campus Violence

Effective: 11/17/08
Last Revised: 09/04/14
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.

Sexual Harassment, Sexual Assault, Domestic Violence and Stalking 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 threatens or harasses another person may be subject to disciplinary action, up to and including termination for employees, 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 encouraged 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, punching or striking, threatening or harassing communication or gestures, or harassment of any nature.

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

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

Procedures

Each university shall adopt procedures consistent with this policy to address campus violence in the workplace, educational environment, other university facilities and at university events and activities.

Each university shall designate one or more individuals(s) to whom reports of alleged campus violence should be made. 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.