

# 1 **Violence-Free University**

2 Effective: December 4, 2007

3 Updated/Revised: November 1, 2012

4 Contact: [Police Division, Iowa State University](#)

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## 6 **Introduction**

7 The safety and security of the Iowa State University campus and community are very important. Our  
8 students, employees, and visitors should be able to pursue their education, work, and other activities  
9 in a safe, non-threatening environment. Unfortunately, violence can occur.

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## 11 **Policy Statement**

### 12 **Violence and Abuse Not Tolerated**

13 Violence, threats or implied threats of violence, and intimidation (verbal or physical acts intended to  
14 frighten or coerce) impede the goal of providing a safe environment and will not be tolerated.

15 In addition, abuse of children or dependent adults, or any other vulnerable population is specifically  
16 prohibited by this policy.

17 All students, employees, and visitors are covered by this policy as well as the policies referenced  
18 below. This policy applies to conduct on "campus," which by definition is not limited to central  
19 campus but includes all property owned or used by the university

### 20 **Weapons**

21 Weapons are governed by the university's policy on Firearms and Other Weapons.

### 22 **Reporting**

23 As part of the university community, all students, employees, and visitors are responsible for  
24 reporting violence or abuse they experience or witness.

25 **Students, employees, and visitors should address emergencies by calling 911, whether they are on  
26 central campus or on other university property.**

27 For all other non-emergency concerns of violence and abuse, the students, employees, and visitors  
28 should notify the Iowa State University Police Division at 294-4428. The Iowa State University Police  
29 Division is the central location for tracking concerns of violence and abuse. It is important that the  
30 Police Division is made aware of concerns of violence even if they occur on property outside of  
31 central campus.

32 Consistent with Iowa Code §262.9(36), university employees who in the course of employment  
33 receive information related to suspected physical or sexual abuse of children must immediately  
34 report such information to the Iowa State University Police. University employees who are  
35 mandatory reporters of all forms of child abuse (not just physical or sexual abuse) under state law  
36 also must fulfill their statutory obligation to report to the Department of Human Services as provided  
37 by Iowa Code §232.67-70. University employees, students and visitors who are not mandatory  
38 reporters are also strongly encouraged to report all forms of child abuse directly to the Department of  
39 Human Services as provided under Iowa Code §232.67-70.

#### 40 **Scope**

41 All employees have the obligation to report under this policy except for professions which retain  
42 obligations of confidentiality under accepted codes of ethics. Such professions include:  
43 Employees of the Office of the Ombuds, as required by accepted Ombuds codes of ethics;  
44 Clergy, including any chaplains, as required by accepted standards of ethics; and  
45 Attorneys as required by the rules of professional responsibility, and specifically applicable to  
46 attorneys employed to provide legal assistance to students.

#### 47 **Enforcement**

48 The university will pursue disciplinary, student judicial, civil or criminal action as appropriate under  
49 the circumstances against any person who violates this policy by engaging in such violence, threats  
50 of violence, or intimidation.  
51 Failure to report known or suspected violence or abuse is itself a breach of university ethical  
52 standards and can lead to discipline of employees and students, up to and including separation from  
53 the university.

#### 54 **Threat Management**

55 The Critical Incident Response Team (CIRT) is an administrative group formed to promote  
56 awareness and responsiveness across the university to avoid or address situations that may involve  
57 violence, threats, intimidation, or property damage. In addition, a Threat Management Team, which  
58 is part of CIRT, may assist the Iowa State University Police Division and departments to assess  
59 situations involving the potential for violence. The Threat Management Team is staffed through the  
60 Iowa State University Police Division.

#### 61 **Resources and Preparedness**

62 Iowa State University, as part of its annual communication on safety, will inform individuals of this  
63 policy and its related procedures and resources.

#### 64 **Confidentiality**

65 Confidentiality of complaints and parties will be preserved to the greatest extent possible,  
66 understanding that the university may have an obligation to take some action even if the complainant  
67 is reluctant to proceed. Parties and witnesses to a complaint are also expected to maintain  
68 confidentiality of the matter, understanding that they will often not have all the facts and that they

69 could impair the investigation by divulging information to persons outside of the investigatory  
70 process.

## 71 **Non-Retaliation**

72 The university's policy on Non-Retaliation Against Persons Reporting Misconduct  
73 (see [Resources](#) below) applies to persons reporting under this policy.

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## 75 **Resources**

### 76 **Supporting a Violence-Free University**

77 [Reporting Responsibility policy](#)

78 [Non-Retaliation Against Persons Reporting Misconduct policy](#)

79 [Police Division, Iowa State University](#)

80 [University Human Resources](#)

81 [Dean of Students Office](#)

82 [Employee Assistance Program](#)

83 [Student Counseling Service](#)

### 84 **Other Links Regarding Violence**

85 [Faculty Conduct Policy--Criminal Acts or Violence](#) (FHB 7.2.2.4)

86 [Student Disciplinary Regulations \(Code of Conduct\)](#)

87 --SDR 4.2.3 Assault, Injury and Threat

88 --SDR 4.2.5 Sexual Misconduct, Sexual Assault and Sexual Harassment

89 --SDR 4.2.10 Public Disorder, Group Violence and Mass Disturbance

90 [Uniform Rules of Personal Conduct, Iowa Administrative Code, Section 681-9.1](#)

91 [General Rules on Use of Grounds and Facilities, Iowa Administrative Code, Section 681-13.14](#)

92 [Conduct at Public Events, Iowa Administrative Code, Section 681-13.16](#)

93 [Iowa Criminal Code \(beginning with Chapter 701\)](#)

### 94 **Other Links Regarding Abuse**

95 [Child Abuse Reporting: Iowa Code Sections 232.67](#) through 70

96 [Iowa Sex Offender Registry: Iowa Code Chapter 692A](#)

97 [Dependent Adult Abuse: Iowa Code Chapter 235B](#)

98 Reporting Physical and Sexual Child Abuse by Regents Employees: [Iowa Code §262.9\(36\)](#)

### 99 **Other Links Regarding Weapons**

100 [Firearms and Other Weapons policy](#)

101 [Facilities and Grounds Use, Activities policy](#)

102 [Student Disciplinary Regulations \(Code of Conduct\)](#), 4.2.14 Possession or Misuse of Weapons

103 [General Rules on Use of Grounds and Facilities, Iowa Administrative Code, Section 681-13.14](#) (5)

104 **Resources**

105 **Files**

- 106 • [Procedures for Supporting a Violence-Free University \[PDF\]](#)