

1 **Violence-Free University**

2 Effective: December 4, 2007
3 Updated/Revised: November 1, 2012
4 Reviewed and Updated: February 20, 2018
5 Contact: [ISU Police](#)

7 **Introduction**

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

12 **Policy Statement**

13 **Violence and Abuse Not Tolerated**

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

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

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

21 **Weapons**

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

23 **Reporting**

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

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

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

33 Consistent with Iowa Code §262.9(36), university employees who in the course of employment
34 receive information related to suspected physical or sexual abuse of children must immediately
35 report such information to the Iowa State University Police. University employees who are
36 mandatory reporters of all forms of child abuse (not just physical or sexual abuse) under state law

37 also must fulfill their statutory obligation to report to the Department of Human Services as provided
38 by Iowa Code §232.67-70. University employees, students and visitors who are not mandatory
39 reporters are also strongly encouraged to report all forms of child abuse directly to the Department of
40 Human Services as provided under Iowa Code §232.67-70.

41 **Scope**

42 All employees have the obligation to report under this policy except for professions which retain
43 obligations of confidentiality under accepted codes of ethics. Such professions include:

- 44 • Employees of the Office of the Ombuds, as required by accepted Ombuds codes of ethics;
- 45 • Clergy, including any chaplains, as required by accepted standards of ethics; and
- 46 • Attorneys as required by the rules of professional responsibility, and specifically applicable to
47 attorneys employed to provide legal assistance to students.

48 **Enforcement**

49 The university will pursue disciplinary, student judicial, civil or criminal action as appropriate under
50 the circumstances against any person who violates this policy by engaging in such violence, threats
51 of violence, or intimidation.

52 Failure to report known or suspected violence or abuse is itself a breach of university ethical
53 standards and can lead to discipline of employees and students, up to and including separation from
54 the university.

55 **Threat Management**

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

62 **Resources and Preparedness**

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

65 **Confidentiality**

66 Confidentiality of complaints and parties will be preserved to the greatest extent possible,
67 understanding that the university may have an obligation to take some action even if the complainant
68 is reluctant to proceed. Parties and witnesses to a complaint are also expected to maintain
69 confidentiality of the matter, understanding that they will often not have all the facts and that they
70 could impair the investigation by divulging information to persons outside of the investigatory
71 process.

72 **Non-Retaliation**

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

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77 **Resources**

78 **Supporting a Violence-Free University**

- 79 [Reporting Responsibility policy](#)
- 80 [Non-Retaliation Against Persons Reporting Misconduct policy](#)
- 81 [Police Division, Iowa State University](#)
- 82 [University Human Resources](#)
- 83 [Dean of Students Office](#)
- 84 [Employee Assistance Program](#)
- 85 [Student Counseling Service](#)

86 **Other Links Regarding Violence**

- 87 [Faculty Conduct Policy--Criminal Acts or Violence \(FHB 7.2.2.4\)](#)
- 88 [Student Disciplinary Regulations \(Code of Conduct\)](#)
- 89 --SDR 4.2.3 Assault, Injury and Threat
- 90 --SDR 4.2.5 Sexual Misconduct, Sexual Assault and Sexual Harassment
- 91 --SDR 4.2.10 Public Disorder, Group Violence and Mass Disturbance
- 92 [Uniform Rules of Personal Conduct, Iowa Administrative Code, Section 681-9.1](#)
- 93 [General Rules on Use of Grounds and Facilities, Iowa Administrative Code, Section 681-13.14](#)
- 94 [Conduct at Public Events, Iowa Administrative Code, Section 681-13.16](#)
- 95 [Iowa Criminal Code \(beginning with Chapter 701\)](#)

96 **Other Links Regarding Abuse**

- 97 [Child Abuse Reporting: Iowa Code Sections 232.67](#) through 70
- 98 [Iowa Sex Offender Registry: Iowa Code Chapter 692A](#)
- 99 [Dependent Adult Abuse: Iowa Code Chapter 235B](#)
- 100 Reporting Physical and Sexual Child Abuse by Regents Employees: [Iowa Code §262.9\(36\)](#)

101 **Other Links Regarding Weapons**

- 102 [Firearms and Other Weapons policy](#)
- 103 [Facilities and Grounds Use, Activities policy](#)
- 104 [Student Disciplinary Regulations \(Code of Conduct\), 4.2.14 Possession or Misuse of Weapons](#)
- 105 [General Rules on Use of Grounds and Facilities, Iowa Administrative Code, Section 681-13.14 \(5\)](#)

106 **Resources**

107 **Links**

- 108 • [Violence - Free University \[Policy in PDF with line numbers\]](#)

109 **Files**

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

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