

CHAPTER:	Violence Prevention and Threat Assessment	DATE ADOPTED	NUMBER
STUDENTS		June 10, 2014	417
SYNOPSIS:			
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1	<p>Purpose: The purpose of this policy is to provide guidelines for the prevention of general campus violence, for the promotion of a productive environment for learning that is free from threats, intimidation, and violence, and for assessment of threats and acts of violence on the Iowa Central Community College campus. This policy applies to all students who also have the responsibility to comply with the policies in the Iowa Central Student Handbook.</p>		
2	<p>General: Iowa Central prohibits threats and acts of violence on Iowa Central property (including but not limited to within offices, classrooms, on campus grounds, in campus buildings, and/or in residence facilities), at any Iowa Central-sponsored event, while engaged in Iowa Central business, educational activities, and/or athletic activities, while travelling in Iowa Central owned vehicles, and on any electronic or email communications.</p>		
3	<p>Prohibited Conduct:</p> <p>Specific prohibited conduct includes, but is not limited to:</p> <ul style="list-style-type: none"> • Injuring another person physically; • Engaging in behavior that creates a reasonable fear of injury to another person; • Engaging in behavior, including behavior that creates a reasonable fear of injury to self, that would subject a reasonable person to, or subjects another individual to substantial emotional distress; • Intimidation resulting from the improper exercise of power or authority; • Acts or unruly conduct that disrupt the natural work or educational environment of the college or result in fear for personal safety; • Willful, malicious, or repetitive following of another person (also known as “stalking”); • Possessing, brandishing, or using a firearm, weapon, or other device by any person and/or possession or use of dangerous objects; • Oral, written, or symbolic speech if: 1) the content consists of those personally abusive epithets which are inherently likely to provoke a violent reaction; 2) the content is a serious expression of an intent to commit an act of unlawful violence to a particular individual or group of individuals, or; 3) the content is a threat to a person or group of persons with the intent of placing the victim in fear of bodily harm or death. Conduct that constitutes a protected exercise of an individual's rights under the First Amendment to the United States Constitution (and related principles of academic freedom) shall not be deemed a violation of this policy; • Intimidation by bullying, using “fighting words” or profanity, or exhibiting obscene gestures which create in the mind of an individual a reasonable belief of immediate harm; • Physically touching another individual in an intimidating, malicious, or sexually harassing manner including hitting, slapping, poking, kicking, pinching, grabbing, pushing, etc. • Intentionally damaging property; • Threatening to injure an individual (including disruptive effects of self-harm) or to damage property; • Committing injurious acts motivated by, or related to, domestic violence or sexual harassment; 		

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	<ul style="list-style-type: none"> • Harassment via threatening telephone calls, letters, or other forms of written or electronic communications; • Acts of conspiracy, defined as an agreement or combination between two (2) or more persons, to intimidate or attempt to coerce an individual to commit a wrongful act, as defined by applicable law, administrative rule, or Iowa Central policy or rule; • Disorderly behavior which includes: harassment, intimidation, annoyance, assault to another person, unlawful or unapproved actions of protest, or usage of non-verbal or verbal communication; • Sexual harassment, defined as an unwelcome sexual advance, request for sexual favor or other verbal or physical conduct of a sexual nature which has the purpose or effect of unreasonably interfering with an individual's college performance or which creates an intimidating, hostile or offensive college environment; • Arson; • Criminal mischief, theft, destruction of property; and • Retaliating against any employee or student who, in good faith, reports a violation of this policy. <p>All alleged violations of this policy will be taken seriously and immediately investigated to determine whether corrective action is warranted.</p> <p>Student conduct that violates this policy may result in discipline as described in the Iowa Central Student Handbook with due process as set forth therein.</p>		
4	<p>Reporting Threats or Incidents of Violence: All students and staff must report incidents or threat of violence to campus security, the Director of Residence Life, the Vice President of Enrollment Management and Student Development, or by using the Iowa Central Threat Assessment Referral Form. The report of incidents or threats of violence will be recorded in a written incident report. The Iowa Central Threat Assessment Referral Form is available on the Iowa Central website. Copies of all written incident reports involving actual or alleged violence or threats will be provided to the Vice President of Enrollment Management and Student Development. The Federal Educational Rights and Privacy Act (FERPA) does not prohibit the communication and/or reporting of verbal expressions and observable behavior a student may display and/or express on campus.</p>		
5	<p>Investigation of Incidents and Threats: All reports of actual or alleged violence and threats will be investigated by the proper authority, including the Vice President of Enrollment Management and Student Development.</p> <p>Students who are identified as engaging in the use of threatening language or behavior may be required, as a condition of continued enrollment, to participate in a mental health evaluation by a mental health professional as part of a threat assessment process, and receive approval from the mental health evaluator that they are not a direct threat to others.</p> <p>In determining whether an individual student poses a threat to the health or safety of others and/or is disruptive to the campus residential environment and/or learning environment of other students, the Vice President of Enrollment Management and Student Development and two individuals selected by the Vice President of Enrollment Management and Student Development from the Iowa Central Threat Assessment Team (ICTAT) will make an individualized assessment based on reasonable judgment that relies on current medical knowledge (mental health evaluation by a mental health professional) / information or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of Iowa Central policies, practices or the provision of auxiliary aids or services will mitigate the risk.</p>		

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	<p>The individualized assessment will also include a recommendation whether:</p> <ul style="list-style-type: none"> (1) The student's behavior rises to the level, based on best available objective evidence, of severe or extreme risk to justify immediate suspension of the student; and (2) The student should continue in his/her enrollment at Iowa Central. 		
6	<p>Iowa Central Threat Assessment Team: In addition to responsibilities as described above, the ICTAT provides guidance to the campus community regarding the recognition of behavior that may represent a threat to the community, how such behavior should be reported, and policies and procedures for assessment, intervention, and other actions to resolve potential threats.</p>		
7	<p>Communication: This policy shall be posted on the College website and shall be included as part of student orientation.</p>		