## 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 of harm, 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.

## General

Iowa Central prohibits threats of harm 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.

## Prohibited Conduct

Violence, threats of harm, or threatening behavior prohibited by this policy includes, but is not limited to, intimidation, harassment, assault, battery, stalking, attempted destruction or destruction of property, or any other conduct that causes a person to believe that they are under threat of any physical harm or injury to themselves or property.

A “threat” includes any action, conduct or course of conduct, or verbal, written, or electronic statement indicating a present or future risk of violent or harmful action against another person or property.

All alleged violations of this policy will be taken seriously and immediately investigated to determine whether corrective action is warranted.

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. Conduct that constitutes a violation of Title IX will be handled in accordance with the College’s Title IX policy and grievance procedures.

## 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 Student Services, Assistant Vice President of Student Services, or by using the Iowa Central Report It Form. The report of incidents or threats of violence will be recorded in a written incident report. The Iowa Central Report It 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 Student Services and Assistant Vice President of Student Services.

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, or to disclose personally identifiable information from a student’s education records to appropriate parties in order to address an imminent health or safety emergency.

Retaliation against any individual who reports a violation of this policy in good faith is strictly prohibited and will result in disciplinary action, up to and including suspension of expulsion of a student or termination of an employee’s employment. Any acts of retaliation should be immediately reported to the Vice President of Human Resources.
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 Student Services or Assistant Vice President of Student Services.

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.

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 Student Services or Assistant Vice President of Student Services and two individuals selected by the Vice President of Student Services from the Iowa Central Behavioral Intervention Team (BIT) will make an individualized assessment based on reasonable judgment that relies on current medical knowledge (mental health evaluation by a mental health professional) and information and/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.

The individualized assessment will also include a recommendation whether:

(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 their enrollment at Iowa Central.

Iowa Central Behavioral Intervention Team (BIT): In addition to responsibilities as described above, the BIT 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.

Communication: This policy shall be posted on the College website and shall be included as part of student orientation.