

<b>Title: Campus Violence and Threat Management</b>	
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<b>Revision Date: First version</b>	<b>Responsible Office: Committee on Education and Prevention of Violence</b>

## I. Scope

This policy applies to all students, faculty, staff, temporary and contract workers, and volunteers (collectively, members of the campus community) of the College of William & Mary, including the Virginia Institute of Marine Science (the university), when they are on property controlled by the university or engaged in university business or activities at any location.

## II. Purpose

The purpose of this policy is to help keep members of the William & Mary community safe. The policy implements the commitment in the university's Statement of Rights and Responsibilities that members of our community will enjoy "freedom from personal force or violence [and] threats of violence." The policy also fulfills the university's statutory obligations under Section 23-9.2:10 of the Code of Virginia, pursuant to which it has established a threat assessment team known as Campus Assessment and Intervention Team (CAIT).

## III. Definitions

**Threat:** a threat can be verbal or nonverbal. It can be communicated orally, in writing, through gestures, or by any other means, including electronic transmission. It can be communicated directly to an intended recipient or through a third party.

**Acts and/or threats of violence:** any of the following:

- intentionally causing physical injury to another, including sexual assault and domestic and dating violence;
- intentionally damaging property;
- using language or engaging in behavior that threatens physical injury to another or intentional damage to property and has the effect of intimidating, frightening, coercing, or provoking others;
- brandishing or using a weapon in a manner not required by the individual's position (see also the university's Weapons on Campus Policy and Regulation); and
- inciting or aiding any of the above.

**CAIT:** the Campus Assessment and Intervention Team, established by the Board of Visitors pursuant to state law to assess threats to the campus community and take remedial action as necessary.

## IV. Policy

### A. Prohibited Conduct and Sanctions

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The university does not tolerate acts or threats of violence by members of the campus community when they are on property it controls or engaged in university business or activities at any location.

A violation of this policy will result in disciplinary action under the applicable faculty, staff, or student policies, up to and including dismissal. Violations by volunteers may result in loss of privileges on campus.

Individuals who engage in acts or threats of violence may also be barred from campus, pursuant to the applicable policy.

### **B. Reporting Acts or Threats of Violence**

Acts or threats of violence must be reported to allow the university to take appropriate action to protect the safety of the campus community. Reports should be made to the William & Mary Police Department by dialing 911 or (757 221-4596). Non-emergency reports may also be made to a CAIT member (see below).

### **C. Reporting Concerning Behaviors**

Community members are encouraged to report concerning behavior that raises a safety concern but may not qualify independently as a threat. The following are examples of what may be concerning behavior:

- references to planning a violent or destructive event or harming others
- preoccupation with weapons, violent events, or persons who have engaged in violent acts
- disruptive or bizarre conduct
- extreme and inappropriate reactions or responses, such as angry outbursts
- unexplained and alarming changes in behavior or conduct
- suicidal comments or threats.

If you have such concerns, you should bring them to the attention of one of the following:

- the Dean of Students Office, particularly for concerns about a student
- the Office of Human Resources employee relations staff, particularly for concerns about an employee
- The Office of Equal Opportunity
- The College Ombudsperson
- an Academic Dean's Office
- the Provost.

**These individuals** may, in turn, bring the concern to CAIT. If you are more comfortable talking directly with a member of CAIT, you may do so. CAIT will evaluate the concerning behavior in context to determine whether there is a need for further inquiry or additional threat assessment.

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The core members of CAIT include the:

Vice President for Administration  
Dean of Arts & Sciences  
Dean of Students  
Associate Vice President for Human Resources  
Chief of the William & Mary Police Department  
Director of the Counseling Center  
Director of Residence Life, and  
University Counsel

#### **D. Cooperation in Threat Assessment Process and Confidentiality**

CAIT is responsible for evaluating reports of threats and concerning behaviors. It will carefully screen all reports to decide whether threat assessment or case management is necessary; if not, no further action will be taken by CAIT.

When further assessment is necessary, CAIT may gather additional information to make a comprehensive, individualized threat assessment. If CAIT determines that intervention is needed, CAIT will work through the appropriate Dean, Vice President or Provost and in accordance with applicable policies and procedures, such as the Faculty Handbook. Individuals will have the opportunity to provide any information they believe relevant to a threat assessment about them. CAIT will take timely and appropriate action to deal with threats to the campus community, consistent with university policy and applicable law.

Members of the campus community must cooperate with CAIT in threat assessments. Cooperation may include undergoing an evaluation by a designated mental health professional.

Information brought to the attention of CAIT will be handled with the utmost discretion and confidentially. Any threat assessment records generated by CAIT are held in strictest confidence and will not be maintained with other university record systems such as employment, personnel, academic, student, medical, or mental health records.

#### **V. Retaliation**

Retaliation against any member of the campus community for reporting an act or threat of violence or concerning behavior is a violation of this policy and subject to disciplinary action. The university will take immediate action to address any retaliation brought to its attention.

#### **VI. Authority, Implementation, and Amendment**

This policy is approved by the President.

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## **VII. Related Policies and Procedures**

Weapons on Campus  
Student Code of Conduct  
Employee Standards of Conduct