



Policy Title:	Reasonable Protection
Policy Number:	UNIV-460
Revision Date:	October 2019
Policies Superseded:	1805; FINA-505
Policy Management Area(s):	Department of Public Safety

SUMMARY:

Personnel of the Department of Public Safety will always practice a spirit of patience and cooperation, yet will ensure orderly procedures, safeguard the rights of individuals, and protect the interests of the University.

POLICY:

I. The University has a responsibility to provide reasonable protection for its employees, students and visitors. The chief of public safety and other appropriate University officials will continually assess the current level of security and related policies and procedures to make changes that will improve the security of the campus environment. These written policies and procedures are intended to address violence in the workplace; however, University officials will make certain decisions about campus and workplace violence on a case-by-case basis. The following are objectives relating to campus and workplace violence policies and procedures.

A. Workplace Environment

The campus environment consists of the buildings, grounds, lighting, space planning, and other considerations. It also includes the attitude the employees and students have about the University and its officials, their perception of fair and equal treatment, and their belief that they will be safe at work. The chief of public safety is assigned the following duties, among others, to ensure safety as it relates to the University’s physical layout:

1. Designate and train employees who will be the contact/key persons in the event of an emergency.
2. Determine adequacy of lighting in parking areas and entrances. Encourage employees and students to walk in groups to parking areas.
3. Have both internal and external emergency contact telephone numbers posted in conspicuous areas throughout campus.
4. Review the landscaping surrounding University buildings to determine if there are any hedges, trees, etc., behind which intruders could hide.

5. Provide for increased numbers of security staff to be on duty during high-risk hours.
 6. Provide assistance for employees and/or students that have mobility, accessibility or safety concerns.
- B. A major component for combating violence on campus and in the workplace is the employees' and the students' certainty that University officials are concerned and are acting to ensure their safety. To enhance this knowledge, the following policies are adopted:
1. The University hereby adopts a "zero tolerance" approach to the act or threat of violence of any kind.
 2. The definition of workplace violence and sanctions for threats or acts of violence are incorporated in the provisions of FAST- 222 Disciplinary Action and Termination for Cause, and in the most current version of the Code of Student Conduct.