# University of Illinois at Urbana-Champaign
## Campus Violence Prevention Plan

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Foreword

Letter of Promulgation

This plan is approved and formally adopted as the University of Illinois at Urbana-Champaign's Campus Violence Prevention Plan (CVPP), which details all comprehensive violence prevention efforts. It is designed to comply with all applicable federal and state regulations and to provide the policies and procedures to be followed in dealing with issues related to violence on campus.

The University of Illinois at Urbana-Champaign has developed a CVPP that is inter-disciplinary and multi-jurisdictional and is dedicated to ensuring every known behavioral or mental health issue or violent incident is addressed adequately following established campus policies. The planning authorities and responsibilities conveyed to individual campus units, schools, colleges, departments and agencies of local government are recognized and acknowledged.

The CVPP as adopted and approved by the Chancellor shall be the controlling authority in regard to University of Illinois at Urbana-Champaign campus violence prevention management, planning, policies and procedures. The CVPP shall supersede any policy or procedure that conflicts with its provisions.

Adopted on the 5th of November, 2017

Chancellor, University of Illinois at Urbana-Champaign
Record of Changes

When changes are made to the CVPP, the following procedures shall be followed:

1. The Emergency Planning Lieutenant with the University of Illinois Police Department is ultimately responsible for maintaining, reviewing and updating this plan. A review of this plan will be conducted each November and any updates will be formally documented and presented to plan holders.

2. Plan-holders will be notified of changes by memorandum and/or e-mail. Plan-holders will be responsible for updating their existing CVPP.

3. When any change is made, an entry should be noted in the following log:

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<th>Date Entered</th>
<th>Page(s) or Section(s) Changed</th>
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<tr>
<td>1</td>
<td>11/18/09</td>
<td>CVPP Created</td>
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<td>2</td>
<td>12/31/10</td>
<td>CVPP Update (All Pages)</td>
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<td>3</td>
<td>11/16/11</td>
<td>Page ii (Date of Signature)</td>
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<tr>
<td>4</td>
<td>11/16/11</td>
<td>Page 3 (Updated title of Legal Counsel to membership of Threat Assessment Team for Students)</td>
<td>Todd Short</td>
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<tr>
<td>5</td>
<td>11/16/11</td>
<td>Page 3 (Changed names of Coordinators for Threat Assessment Team for Students)</td>
<td>Todd Short</td>
</tr>
<tr>
<td>6</td>
<td>11/16/11</td>
<td>Page 4 (Added Equal Opportunity and Access to membership of Threat Assessment Team for Faculty/Staff/Public)</td>
<td>Todd Short</td>
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<tr>
<td>7</td>
<td>11/16/11</td>
<td>Page 4 (Changed names of Coordinators for Threat Assessment Team for Faculty/Staff/Public)</td>
<td>Todd Short</td>
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<tr>
<td>8</td>
<td>11/16/11</td>
<td>Page 4 &amp; 5 (Added language under “Student Code [Section 1-302]” to include more specific information regarding types of conduct)</td>
<td>Todd Short</td>
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<tr>
<td>9</td>
<td>11/16/11</td>
<td>Page 6 &amp; 7, part B (Changed section to include bullet point items for response to students who cross one or more thresholds). Specific language to include Chancellor’s Emergency Powers being invoked as appropriate</td>
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<tr>
<td>10</td>
<td>11/16/11</td>
<td>Page 7 (Removed language referencing Suicide Prevention Team and Alcohol and Other Drug Office)</td>
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<tr>
<td>11</td>
<td>11/16/11</td>
<td>Page 8 (Added Women’s Resource Center to membership of Interpersonal Violence Staffing Group)</td>
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<td>12</td>
<td>11/16/11</td>
<td>Page 9, #6 (Provided new example)</td>
<td>Todd Short</td>
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<td>13</td>
<td>11/16/11</td>
<td>Page 9, part B (Changed section to include bullet point items for response to Faculty/Staff/Public who cross one or more thresholds)</td>
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<tr>
<td>14</td>
<td>11/16/11</td>
<td>Page 9 (Removed language referencing the Faculty Staff Assistance Program)</td>
<td>Todd Short</td>
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<td>15</td>
<td>11/16/11</td>
<td>Page 11, part D (Added section D, &quot;Privacy Protection” statement)</td>
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<td>11/16/11</td>
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<td>Page 12, part B (Changed section to include bullet point items for response to the public who cross one or more thresholds)</td>
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<tr>
<td>18</td>
<td>11/16/11</td>
<td>Page 13, part C (Changed section to include bullet point items for employees who have filed an order of protection)</td>
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<td>19</td>
<td>11/16/11</td>
<td>Added a new Attachment A, &quot;Special Situation Group&quot;</td>
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<td>20</td>
<td>11/30/12</td>
<td>Page vii-x, added revised Campus Threat Assessment Policy</td>
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<tr>
<td>21</td>
<td>11/30/12</td>
<td>Page viii, inserted additional workplace violence statement in the &quot;Policy&quot; paragraph</td>
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<tr>
<td>22</td>
<td>11/30/12</td>
<td>Page 3, changed “Coordinator” to “Dean of Students” (Threat Assessment Team for Students)</td>
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<tr>
<td>23</td>
<td>11/30/12</td>
<td>Page 4, replaced &quot;Workplace Violence” with Violence Prevention and Response Policy</td>
<td>Todd Short</td>
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<tr>
<td>24</td>
<td>11/30/12</td>
<td>Page 4, changed &quot;Coordinator” to &quot;Associate Provost for Human Resources and Dean of Students or designee&quot;</td>
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<tr>
<td>25</td>
<td>11/30/12</td>
<td>Page 4, changed reporting line to “Office of the Dean of Students: Faculty &amp; Staff: Office of the Provost”</td>
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<tr>
<td>26</td>
<td>11/30/12</td>
<td>Page 6, changed order of response and added additional information on type of response to Students Who Cross One or More Threshold(s)</td>
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<td>27</td>
<td>11/30/12</td>
<td>Page 8, changed Privacy Protection statement to reflect compliance with state/federal law</td>
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<tr>
<td>28</td>
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<td>Page 9, changed order of response and added additional information on type of response to Faculty/Staff Who Cross One Or More Threshold(s)</td>
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<td>29</td>
<td>11/30/12</td>
<td>Page 11, added &quot;Academic Performance Management” under “Ongoing Training”</td>
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<td>31</td>
<td>11/30/12</td>
<td>Page 13, moved “Members of the Campus Community Who Have Filed An Order of Protection” to its own distinct heading (Section VIII)</td>
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<td>32</td>
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<td>Page 13, added information to the type of response for Orders of Protection</td>
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<td>33</td>
<td>11/30/12</td>
<td>Page 14, updated Attachment A (names removed from membership list/clarification of purpose statement)</td>
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<td>11/30/12</td>
<td>Page 22, updated Attachment E (replaced Workplace Violence CAM policy with Violence Prevention and Response Policy)</td>
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<td>35</td>
<td>11/30/12</td>
<td>Page 24, updated Attachment F (replaced Policy on Sexual Harassment with Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign</td>
<td>Todd Short</td>
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<td>36</td>
<td>11/01/13</td>
<td>Page 7, 10, 12, added concealed carry permit language to responses of individuals who cross a behavioral threshold</td>
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<td>37</td>
<td>11/01/13</td>
<td>Page 7 and 8, added additional training/education programs for students offered by UIPD, the Dean of Students Office, and the Counseling Center</td>
<td>Todd Short</td>
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<tr>
<td>38</td>
<td>11/01/13</td>
<td>Page 11, added additional training/education programs for faculty and staff offered by UIPD, Staff Human Resources, Faculty Staff Assistance Program and the Counseling Center.</td>
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<tr>
<td>39</td>
<td>11/01/13</td>
<td>Page 14, deleted Illinois Public Safety Academy under Training and Education/Awareness Building for the General Public</td>
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<td>40</td>
<td>11/01/14</td>
<td>Updated Campus Violence Threat Assessment Policy (revised threshold behaviors, page vii).</td>
<td>Todd Short</td>
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<tr>
<td>41</td>
<td>11/01/14</td>
<td>Updated threshold behaviors for Students (page 5).</td>
<td>Todd Short</td>
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<tr>
<td>42</td>
<td>11/1/14</td>
<td>Updated responses to student who cross one or more thresholds (pages 5-6).</td>
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<td>43</td>
<td>11/1/14</td>
<td>Updated threshold behaviors for Faculty/Staff (pages 7-8).</td>
<td>Todd Short</td>
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<td>44</td>
<td>11/1/14</td>
<td>Updated responses to Faculty/Staff who cross one or more thresholds (pages 8-9).</td>
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<td>45</td>
<td>11/1/14</td>
<td>Updated threshold behaviors for members of the public (page 10).</td>
<td>Todd Short</td>
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<td>46</td>
<td>11/1/14</td>
<td>Updated responses to members of the public who cross one or more thresholds (pages 10-11).</td>
<td>Todd Short</td>
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<td>47</td>
<td>11/1/14</td>
<td>Included the updated CAM Policy: Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign (Attachment F, page 20)</td>
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<td>48</td>
<td>11/2/15</td>
<td>Updated Student Code (Section 1-302) to be current (pages 4-6).</td>
<td>Todd Short</td>
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<tr>
<td>49</td>
<td>11/2/15</td>
<td>Added We Care website information to section Violence Prevention Programs for Students (page 8).</td>
<td>Todd Short</td>
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<td>50</td>
<td>11/2/15</td>
<td>Added language (situations involving intimate partner violence) to section Members of the Campus Community Who Have Filed an Order of Protection (page 13).</td>
<td>Todd Short</td>
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<tr>
<td>51</td>
<td>10/26/16</td>
<td>Added Sexual Discrimination, Sexual Harassment, and Sexual Misconduct annual training requirements (page 8).</td>
<td>Todd Short</td>
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<tr>
<td>52</td>
<td>10/26/16</td>
<td>Added Sexual Discrimination, Sexual Harassment, and Sexual Misconduct annual training requirements (page 11).</td>
<td>Todd Short</td>
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<tr>
<td>53</td>
<td>10/26/16</td>
<td>Fixed updated URL (page 15).</td>
<td>Todd Short</td>
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<tr>
<td>54</td>
<td>10/26/16</td>
<td>Fixed updated URL (page 16).</td>
<td>Todd Short</td>
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<tr>
<td>55</td>
<td>10/26/16</td>
<td>Updated “Response to Suicide Threats and Attempts Among Faculty, Academic Professionals and Staff” (page 18).</td>
<td>Todd Short</td>
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<tr>
<td>56</td>
<td>10/26/16</td>
<td>Updated Attachment F “Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign” to the current version.</td>
<td>Todd Short</td>
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<tr>
<td>57</td>
<td>10/26/16</td>
<td>Replaced Attachment G “Staff Procedures for Students in Need of Mental Treatment” with “Sexual Misconduct Policy” per the Dean of Students.</td>
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<tr>
<td>58</td>
<td>10/19/17</td>
<td>Updated all references to Faculty/Staff Assistance Services &amp; FSAS to reflect their current name.</td>
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<tr>
<td>59</td>
<td>10/19/17</td>
<td>Updated all references to University Housing to reflect their current name.</td>
<td>Todd Short</td>
</tr>
<tr>
<td>60</td>
<td>10/19/17</td>
<td>Page 6: Deleted Section IV D as it is no longer applicable.</td>
<td>Todd Short</td>
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<tr>
<td>61</td>
<td>10/19/17</td>
<td>Updated examples for thresholds for all sections.</td>
<td>Todd Short</td>
</tr>
<tr>
<td>62</td>
<td>10/19/17</td>
<td>Updated Attachment F — Nondiscrimination Policy to new version.</td>
<td>Todd Short</td>
</tr>
<tr>
<td>63</td>
<td>10/19/17</td>
<td>Updated Attachment G — Sexual Misconduct Policy to new version.</td>
<td>Todd Short</td>
</tr>
</tbody>
</table>
Distribution List of CVPP Recipients

The CVPP will be made available to the campus community via the Division of Public Safety’s website (police.illinois.edu). The CVPP will also be linked to the following websites: Office of the Dean of Students (www.odos.illinois.edu), Staff Human Resources (www.shr.illinois.edu), Academic Human Resources (www.ahr.illinois.edu), and the Faculty Staff Assistance Services (www.fsap.illinois.edu). Hard copies of the CVPP will be distributed to the following individuals:

<table>
<thead>
<tr>
<th>CVPP Recipient</th>
<th>Date Issued</th>
<th>Issued By</th>
<th>Complete CVPP Provided (Yes/No)</th>
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<td>Dean of Students</td>
<td>11-01-2017</td>
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<td>Associate Provost for HR</td>
<td>11-01-2017</td>
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<td>UIPD Lieutenant/Emergency Management</td>
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<td>Associate Chancellor</td>
<td>11-01-2017</td>
<td>Todd Short</td>
<td>Yes</td>
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<tr>
<td>Associate Director/Res Life</td>
<td>11-01-2017</td>
<td>Todd Short</td>
<td>Yes</td>
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<tr>
<td>Provost &amp; VC/Academic Affairs</td>
<td>11-01-2017</td>
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<td>Faculty /Staff Assistance</td>
<td>11-01-2017</td>
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<tr>
<td>Office of University Counsel</td>
<td>11-01-2017</td>
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Campus Violence Threat Assessment Policy

University of Illinois Campus Administrative Manual (V-C-14)

Purpose:

The purpose of this policy is to state the campus community's responsibilities to report and respond to potential indicators and/or threats of violent behavior as well as define the processes and resources available.

Scope:

This policy applies to all members of the campus community.

Authority:

The campus Executive Director of Public Safety or designee is assigned responsibility for implementing and maintaining this policy.

Policy:

The University of Illinois at Urbana-Champaign is committed to a nonviolent environment for all employees and students. Acts of violence and threats of violence are not acceptable conduct in the campus community and will not be tolerated. In service of its commitment to the welfare, health and safety of all those in its campus community, the campus has developed a comprehensive Campus Violence Prevention Plan (CVPP) which can be found on the Division of Public Safety's website. The CVPP is also linked to the following websites: Office of the Dean of Students, Staff Human Resources, Academic Human Resources, and the Faculty Staff Assistance Services. The CVPP is expressly incorporated by reference into this policy.

Processes/Procedures/Guidelines:

What To Watch For

The CVPP is founded on principles of early intervention and proactive engagement to prevent violence and provide supportive services. Based on the assessment that certain conduct may be a precursor to violent behavior, the CVPP has identified thresholds of unacceptable conduct and standardized responses to those who cross those thresholds. Thresholds of unacceptable conduct include, but are not limited to, the following:

1. Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole.

2. Significant violent ideations or the expression of violent ideas or the intent to harm others.

3. Pattern of physical or emotional bullying and/or intimidation.
4. Persistent, unwelcome pursuit of a personal and or sexual relationship and/or verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening, and/or an abuse of power.

5. Assuming a stance of being substantially “in charge” or attempting to control processes, outcomes, or decisions that are inappropriate given the person’s standing or position.

6. Persistently and/or aggressively pursuing options that do not reasonably exist and continuing to do so after being instructed to cease.

7. The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive, and/or inappropriate focus on violence.

* Cases are not necessarily activated on the basis of a single behavioral threshold. They are evaluated for activation based upon the legitimacy and imminence of the threat as well as the level of risk posed to an individual and/or a broader segment of the campus community.

**What To Do**

Any individual witnessing conduct that they believe may pose an imminent threat to safety, security or health should call 9-1-1 immediately. If the conduct does not pose an imminent threat to safety, security or health, individuals should contact:

- the Division of Public Safety or call (217) 333-1216,
- the Dean of Students Office or call (217) 333-0050,
- their respective Human Resource Office (Staff Human Resources or call (217) 333-3101, or Academic Human Resources or call (217) 333-6747) and/or
- the Counseling Center or call (217) 333-3704.

**About the Campus Violence Prevention Committee**

As a part of the CVPP, a designated Campus Violence Prevention Committee (CVPC) has been formed and charged with implementing the CVPP and determining the individuals responsible for education and prevention of violence on campus. The CVPC is comprised of faculty, campus administration, student affairs, law enforcement, human resources, counseling services, residential life and emergency management. The CVPC has created this written threat assessment policy to provide guidance to students, faculty and staff about how to recognize, address and report aberrant and threatening behavior.

The CVPC also provides oversight to both Campus Threat Assessment Teams, as stipulated in the CVPP, which consists of faculty, law enforcement, human resources, legal counsel, and mental health professionals. It may also include other persons and organizations deemed appropriate to a particular circumstance.

The two Campus Threat Assessment Teams are formally titled, “Threat Assessment Team for Students” and “Threat Assessment Team for Faculty/Staff/Public.” The Threat Assessment Team for Students focuses on student issues and the Threat Assessment Team for Faculty/Staff/Public focuses on faculty, staff and members of the public. These Threat Assessment Teams conduct threat assessments, address aberrant, dangerous, or threatening behavior on campus, and provide guidance and best practices for preventing violence and providing support services. The Threat Assessment Teams use fact-based assessment
processes to investigate threats, actions, or conduct that may lead to targeted violence and determine situation-specific response action plans. These teams also conduct post-incident assessments and evaluations of the effectiveness of the response(s) on a case-by-case and aggregate basis.

Pursuant to the CVPP, students, faculty and staff are provided access to a range of support services, including mental health services, crisis management, and comprehensive services for victims, provided on campus and through community resources. Details about these processes and support resources can be found in the CVPP.

Members of the Campus Threat Assessment Teams have access to information regarding the CVPP, including specific information regarding incidents of violence or precursor conduct. Additionally, other individuals may have access to that information to the extent that it is necessary in order for the campus to fulfill its violence prevention missions and to ensure the safety of the campus community. Privacy interests will be protected as required by state and federal laws.

All areas of the campus community are required to cooperate with requests from the Campus Threat Assessment Teams relative to successfully monitoring any threatening behavior.

The CVPC will meet once a semester or whenever appropriate to review issues related to violence on campus and provide any necessary oversight to the Campus Threat Assessment Teams.

The Campus Threat Assessment Teams will meet as stipulated in the CVPP or as necessary to meet their respective needs.

Pursuant to the Illinois Campus Security Enhancement Act of 2008 (“the Act,” 110 ILCS 12/1 et seq.), a copy of the CVPP will be provided to the Champaign County Emergency Management Agency, the Illinois Emergency Management Agency Regional Office and the Illinois Board of Higher Education.

Exceptions: (None)

Contact: Executive Director of Public Safety

<table>
<thead>
<tr>
<th>Version</th>
<th>Revised by</th>
<th>Date</th>
</tr>
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<tr>
<td>Revision 1</td>
<td>Executive Director of Public Safety</td>
<td>11/30/2012</td>
</tr>
<tr>
<td>Revision 2</td>
<td>Executive Director of Public Safety</td>
<td>11/28/2014</td>
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Campus Violence Prevention Plan

I. Campus Violence Prevention Committee

Pursuant to the Campus Security Enhancement Act of 2008, the University of Illinois at Urbana-Champaign has formed a Campus Violence Prevention Committee (CVPC) that will be tasked with implementing the CVPP, ensuring the individuals mentioned in this plan are responsible for the appropriate education and prevention of violence on campus, and providing oversight to the existing components of the Campus Threat Assessment Teams mentioned in the CVPP. The CVPC is comprised of faculty, campus administration, student affairs, law enforcement, human resources, counseling services, residential life and emergency management personnel.

II. Campus Threat Assessment Teams

The Campus Threat Assessment Teams conduct threat assessments, address aberrant, dangerous, or threatening behavior on campus and provide guidance and best practices for preventing violence and providing supportive services. The Campus Threat Assessment Teams include individuals from the Provost’s office, law enforcement, human resources, legal counsel and mental health professionals.

The CVPP establishes a set of common sense behavioral thresholds and when the staff of the university is in possession of information that an individual has crossed one of these thresholds, university personnel respond with a combination of:

- Face-to-face meetings between university professionals and individuals of concern.
- Internal consultations among university professionals to assess and address the incident/situation.
- Ad hoc meetings among university professionals to assess and address the incident/situation.
- Policies and protocols designed to address the incident/situation.
- Two monitoring and oversight teams that oversee the university’s response to these situations (Threat Assessment Teams).

Varying thresholds and differing responses apply to individuals falling into one of three categories:

- Enrolled students (including prospective students and recently graduated students),
- Faculty and staff (including but not limited to postdoctoral fellows, prospective and former employees),
- Members of the general public (including but not limited to alumni and parents of enrolled students).

This process of progressive community engagement is supported by the Campus Threat Assessment Teams that meet weekly, monthly or as needed. The Campus Threat Assessment Teams are comprised of the following:
• Threat Assessment Team for Students (also known as the Behavioral Intervention Team): Oversees the university response to students.

<table>
<thead>
<tr>
<th>1</th>
<th>Threat Assessment Team for Students</th>
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<tbody>
<tr>
<td><strong>Focal Population:</strong></td>
<td>Students</td>
</tr>
</tbody>
</table>
| **Behavioral Thresholds of Concern:** | 1. Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole.  
2. Significant violent ideations or the expression of violent ideas or the intent to harm others.  
3. Pattern of physical or emotional bullying and/or intimidation.  
4. Persistent, unwelcome pursuit of a personal and or sexual relationship, and/or other verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening and/or an abuse of power.  
5. Assuming a stance of being substantially “in-charge” or attempting to control processes, outcomes, or decisions that is inappropriate given the person’s standing or position.  
6. Persistently and/or aggressively pursuing options that don’t reasonably exist and continuing to do so after being instructed to cease.  
7. The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive, and/or inappropriate focus on violence. |
| **Membership:** | Counseling Center  
Office of University Counsel  
McKinley Health Center  
Office of the Dean of Students  
Office for Student Conflict Resolution  
University Police  
Residential Life, University Housing |
| **Meeting frequency:** | Weekly and as needed |
| **Coordinator** | Dean of Students or designee |
| **Reporting line:** | Dean of Students |

• Threat Assessment Team for Faculty/Staff/Public: Oversees the university response to faculty/staff and members of the general public.

<table>
<thead>
<tr>
<th>2</th>
<th>Threat Assessment Team for Faculty/Staff/Public</th>
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</thead>
<tbody>
<tr>
<td><strong>Focal Population:</strong></td>
<td>Faculty, staff and the general public which includes prospective students, former students and parents of students</td>
</tr>
</tbody>
</table>
### Behavioral Thresholds of Concern:

<table>
<thead>
<tr>
<th>Thresholds</th>
<th>Description</th>
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<tbody>
<tr>
<td>1.</td>
<td>Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole.</td>
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<tr>
<td>2.</td>
<td>Significant violent ideations or the expression of violent ideas or the intent to harm others.</td>
</tr>
<tr>
<td>3.</td>
<td>Pattern of physical or emotional bullying and/or intimidation.</td>
</tr>
<tr>
<td>4.</td>
<td>Persistent, unwelcome pursuit of a personal and/or sexual relationship, and/or other verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening and/or an abuse of power.</td>
</tr>
<tr>
<td>5.</td>
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<tr>
<td>6.</td>
<td>Persistently and/or aggressively pursuing options that don’t reasonably exist and continuing to do so after being instructed to cease.</td>
</tr>
<tr>
<td>7.</td>
<td>The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive, and/or inappropriate focus on violence.</td>
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</tbody>
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### Membership:

- Academic Human Resources
- Office of Diversity, Equity and Access
- Faculty Staff Assistance Services
- Office of the Dean of Students
- Office of University Counsel
- Office of the Provost
- Staff Human Resources
- University Police
- Office of the Chancellor

### Meeting frequency:

Monthly and as needed

### Coordinator

Associate Provost for Human Resources & Dean of Students or designee(s)

### Reporting line:

Office of the Dean of Students; Faculty & Staff: Office of the Provost

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*Cases are not necessarily activated on the basis of a single behavioral threshold. They are evaluated for activation based upon the legitimacy and imminence of the threat as well as the level of risk posed to an individual and/or a broader segment of the campus community.

### III. University Policies Related to Violence and Violence Prevention

- **Violence Prevention and Response Policy:** The University of Illinois at Urbana-Champaign is committed to safe and nonviolent environment for all students, faculty, staff and visitors. Acts of violence and threats of violence are not acceptable conduct in the campus community and will not be tolerated. Violent acts and threats of violence should be reported to the University Police immediately. ([Campus Administrative Manual, IX/A-19, Issued January 25, 1995, revised, December 1, 2012](#))

- **Student Code (Part 3, including Section 1-302 amongst others):** Students enrolling in the University assume an obligation to conduct themselves in a manner compatible with the University’s function as an educational institution and suitable to members of the academic community. Conduct for which students are subject to discipline includes, but is not limited to, the following:
a. Conduct that threatens the health or safety of any person, including but not limited to:

(1) causing bodily harm to an individual
(2) making physical contact of an insulting or provoking nature with an individual
(3) reckless disregard for the health or safety of any person
(4) any threat or physically threatening behavior which creates a reasonable fear for a person's safety
(5) engaging in behavior which is so persistent, pervasive, or severe as to deny a person's ability to participate in the University community

b. Conduct that violates the University's sexual misconduct policy, including:

(1) sexual assault, as defined in § 1-111(c)(2) of the Student Code
(2) sexual harassment, as defined in § 1-111(c)(5) of the Student Code
(3) sexual exploitation, as defined in § 1-111(c)(4) of the Student Code
(4) dating violence, as defined in § 1-111(c)(7) of the Student Code
(5) domestic violence, as defined in § 1-111(c)(8) of the Student Code
(6) retaliation, as defined in § 1-111(d) of the Student Code

c. Stalking: two or more acts directed at a specific individual that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress. Relevant acts include, but are not limited to, following, monitoring, surveilling, or threatening a person; initiating or continuing contact with a person without consent; or interfering with or damaging a person's property. (See also § 1-111(c)(6) of the Student Code.)

d. Hazing: any action taken or situation created (1) for the purpose of initiation into, admission into, affiliation with, or as a condition of continued membership in, a group or organization; and (2) to produce physical discomfort or injury, mental discomfort, embarrassment, or ridicule. Such actions or situations may include but are not limited to the following: use of alcohol; personal servitude; paddling in any form; creation of excessive fatigue; physical and psychological shocks; wearing of apparel which is conspicuous or not in good taste; engaging in public stunts; degrading or humiliating games and activities; or any activities which are not consistent with the academic mission, organizational ritual or policy, or applicable state or local law. Hazing may occur regardless of a person's willingness or consent to participate in the activity.

e. The use of force or violence, actual or threatened, to willfully deny, impede, obstruct, impair, or interfere with any of the following:

(1) the freedom of movement of any person, including entering or leaving property or facilities
(2) the performance of institutional duties by a member of the University or
(3) by knowingly occupying or remaining in or at any property or facility owned or controlled by the University after receiving due notice to depart

f. Any conduct that substantially threatens or interferes with the maintenance of appropriate order and discipline in the operation of the University. Without excluding other situations, examples include shouting, noise making, obstruction, and other disruptive actions designed or intended to interfere with or prevent meetings, assemblies, classes, or other scheduled or routine University operations or activities.

g. Providing false or misleading information to a member or agent of the University acting in the performance of his or her duty; or failing to comply with reasonable directions of a member or agent
of the University acting in the performance of his or her duty.

h. Providing false or misleading information to a University or other law enforcement official acting in the performance of her or his duty; or failing to comply with the reasonable directions of a University or other law enforcement official acting in the performance of her or his duty.

i. Participation in a disruptive or coercive demonstration. A demonstration is disruptive or coercive if it substantially impedes University operations, substantially interferes with the rights of others, or takes place on premises or at times where students are not authorized to be. There is no requirement that University authorities order students to cease participation in a disruptive or coercive demonstration.

j. Theft, unauthorized use, or unauthorized possession of property or services of another; or knowing possession of stolen property.

k. Intentional or reckless destruction or damage of University, public, or personal property of another.

l. Indecent exposure of the body, including, but not limited to urination or defecation in public.

m. Unauthorized entry to or use of University, public, or private premises.

n. Abuse of computers where the University community's interest is substantially affected, including, but not limited to:

   (1) unauthorized entry into a file for any purpose
   (2) unauthorized transfer of a file
   (3) unauthorized use of another individual's identification, account, or password
   (4) knowingly disrupting the work of another person or the normal operation of the University computing system
   (5) accessing child pornography
   (6) the use of computing facilities and resources in violation of copyright laws.

o. Abuse of the University disciplinary system including, but not limited to:

   (1) failure to obey the directive of a disciplinary body or University officials in performance of their duties
   (2) knowing falsification, distortion, or misrepresentation of information before a disciplinary body
   (3) deliberate disruption or interference with the orderly conduct of a disciplinary proceeding
   (4) knowingly initiating a disciplinary proceeding without cause
   (5) attempting to influence the impartiality of a member of a disciplinary body prior to, or during the course of, the disciplinary proceeding
   (6) harassment or intimidation of any participant in the disciplinary system
   (7) failure to comply with the sanction(s) imposed under the Student Code

p. Making, attempting to make, or distributing a sound or visual recording of any person(s) in bathrooms, showers, bedrooms, locker rooms, or any other premises where there is a reasonable expectation of privacy, without the knowledge and consent of all participants subject to such recordings.

q. Violation of published University policies, rules, or regulations.
r. Inciting, aiding, or encouraging others to engage in a behavior which violates the Student Code.

s. Committing or attempting to commit any act which would be a violation of local, state, or federal law on or off University property, when such behavior is detrimental to the University community’s interest.

t. Sale or Distribution of Lecture Notes or Course Materials. No student shall sell, deliver or distribute copyrighted lecture notes or other course materials without the express permission of the copyright holder. An example of an infraction would include posting on a website or selling instructor copyrighted slides, lecture notes or other expressions fixed in a medium. (See also the University General Rules, Art. III, §4 regarding copyright policy.)

IV. Violence Prevention Program for Students

A. Thresholds Applying to Students:

1. Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole. For example, a student makes a threat towards a specific person(s) or towards the university community as a whole.

2. Significant violent ideations or the expression of violent ideas or the intent to harm others. For example, a student expresses the intent to harm others in the absence of an identified individual(s).

3. Pattern of physical or emotional bullying and/or intimidation. For example, a student uses force of a physical or emotional nature, or the threat of force to intimidate or coerce others.

4. Persistent unwelcome pursuit of a personal or sexual relationship and/or verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening and/or an abuse of power. For example, a student makes unwelcome sexual advances, requests sexual favors, and other verbal or physical conduct of a sexual nature, as defined by the Campus Administrative Manual policy on Sexual Harassment.

5. Assumes a stance of being substantially “in-charge” or attempting to control processes, outcomes, or decisions that is inappropriate given the person’s standing or position. For example, a student fails to accept personnel decisions.

6. Persistently and/or aggressively pursuing options that don’t reasonably exist and continuing to do so after being instructed to cease. For example, a student is persistent in pursuing a grading complaint after being informed all administrative procedures have been exhausted.

7. The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive and/or inappropriate focus on violence.

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1 As always, the University of Illinois Police Department and the Office for Student Conflict Resolution will respond to acts and threats of violence according to state statutes and the Student Code. The Threat Assessment Team for Students is intended to supplement the campus’ response to threats and threatening situations that might not have risen to the threshold of criminal offense and to threats and threatening situations that are ongoing and not fully resolved by the Office of Student Conflict Resolution.
B. **Response to Students Who Cross One or More Threshold(s)**

1. University Police are contacted as appropriate to address a threat of harm and/or suspected criminal activity.

2. The Chancellor’s Emergency Powers may be invoked as appropriate (See 2-701 of the Student Code).

3. The Threat Assessment Team for Students engages in early intervention if a threshold behavior is crossed.

4. When the consensus of the Threat Assessment Team for Students is that it should be involved in the campus’s ongoing response to a situation, the student will be “Activated.” A decision to activate a case is based on an evaluation of the totality of the facts and circumstances known at the time and on the experience and professional judgment of the Team members and not simply whether one or more thresholds have been crossed.

5. An “Activated” student is reviewed and/or monitored as appropriate where the following may occur:
   a. Check FOID card and conceal carry permit status
   b. Check criminal history

6. An “Activated” student will have a Coordinator assigned and an action plan developed with an inclusion of realistic expectations.

7. Whenever necessary based on the facts known at the time and the professional judgment of Threat Assessment Team members, an emergency meeting of the full Threat Assessment Team for Students will be held.

8. The student may also have their case reviewed and/or monitored by the Special Situations Group (See Attachment A).

9. See Attachment B for information regarding a mandated assessment following a suicide threat/attempt.

10. See Attachment C for general policies and regulations regarding alcohol and drug abuse for students.

11. Information will be appropriately shared with outside agencies and/or jurisdictions.

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2 Students who cross a criminal threshold are arrested as appropriate. Students who cross a threshold in the Student Code are adjudicated through the Office for Student Conflict Resolution.
C. Training & Education/Awareness Building

1. New RA’s, RD’s, and Area Coordinators are informed of the policies, protocols and procedures related to campus violence prevention during incoming orientation. Emergency deans and academic deans are made aware of the policies, protocols and procedures during periodic training sessions as they relate to the aforementioned behavioral thresholds.

2. Sexual assault prevention/awareness. Campus Acquaintance Rape Education (CARE) provides workshops designed to increase awareness of sexual assault on campus. Students trained as peer educators present workshops in residence halls, classrooms, Greek chapters, and other student organizations. The goal of the workshops is to educate the student community about the nature of sexual assault, strategies for deterrence, and resources available to students who have been assaulted. The campus has created a website to advocate for sexual misconduct support and to provide resources for response and prevention (wecare.illinois.edu).

3. At the beginning of each year, all students are required to complete online sexual misconduct training. The first segment of the training introduces students to terms, school policies and their responsibilities regarding sexual misconduct, including bystander intervention. The second segment includes a questionnaire, which students complete closer to the middle of the fall semester after they have had time to apply the information to their daily routine. The training is mandatory under the Illinois Preventing Sexual Violence in Higher Education Act.

4. Other safety programs and presentations. University Police offer half- or full day presentations on active threat training which includes information on spotting potential indicators of concerning behavior. University Police also offer Rape Aggression Defense training which is a comprehensive course for women that begins with awareness, prevention, risk reduction and avoidance, while progressing to the basics of hands-on defense training. University Police engage in annual new student orientation sessions that are designed to educate new students on spotting negative consequence pre-cursor behaviors. The Director of the Police Training Institute provides training for students who work with the public on how to properly de-escalate situations that may not require police intervention. The Counseling Center and the Office of the Dean of Students conduct annual training to multiple focus groups on campus which focuses on distressed and distressing students.

D. Privacy Protection

1. Information is shared in accordance with all federal and state laws regarding student, client and/or patient confidentiality.

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3 29 Ill.ADM.CODE 305 states in Subpart E: Training and Exercise Guidelines (Section 305.100), "Pursuant to the Act, each higher education institution shall conduct training on its CEOP and CVPP annually. Training should include all administrators, faculty, staff, students and any other members of the campus community so they are familiar with key components of the CEOP and CVPP.”
V. Violence Prevention Program for Faculty and Staff

A. Thresholds Applying to Faculty/Staff

1. Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole. For example, a faculty/staff member acts violently or makes a threat towards a specific person(s) or towards the community as a whole. This includes all acts and threats that occur at work and in some instances, acts and threats that occur away from work.

2. Significant violent ideations or the expression of violent ideas or the intent to harm others. For example, a faculty/staff member expresses the intent to harm others in the absence of an identified individual(s).

3. Pattern of physical or emotional bullying and/or intimidation. For example, a faculty/staff member uses force of a physical or emotional nature, or the threat of force to intimidate or coerce others.

4. Persistent unwelcome pursuit of a personal or sexual relationship and/or verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening and/or an abuse of power. For example, a faculty/staff member makes unwelcome sexual advances, requests sexual favors, and other verbal or physical conduct of a sexual nature, as defined by the Campus Administrative Manual policy on Sexual Harassment.

5. Assumes a stance of being substantially “in-charge” or attempting to control processes, outcomes, or decisions that is inappropriate given the person's standing or position. For example, an employee wants complete control of his/her work environment. She confronts and criticizes her manager stating if the rest of the work group doesn't comply with her expectations, she will make it her mission to get her coworkers fired.

6. Persistently and/or aggressively pursuing options that don't reasonably exist and continuing to do so after being instructed to cease. For example, a faculty member persists in pursuing a tenure track position after being denied such status or a staff member persists in pursuing a reversal of a sanction after exhausting the established appeal process.

7. The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive and/or inappropriate focus on violence.

B. Responses to Faculty/Staff Who Appear to Have Crossed One or More Threshold(s)

1. University Police are contacted as appropriate to address a threat of harm and/or suspected criminal activity.

2. University Police, Supervisors, and Unit Executive Officers provide relevant information about the concerns to Human Resources.

3. A sub-group of the Threat Assessment Team for Faculty/Staff/Public will consider available information to make a preliminary determination as to whether or not one or more thresholds have been crossed. The review may include FOID card and concealed carry permit status checks as well as a criminal history review. The sub-group will usually consist of representatives from
Human Resources, Office of University Counsel, University Police and the Faculty Staff Assistance Services. Representatives from the Provost's Office, the Office of the Dean of Students and/or the Office of Diversity, Equity, and Access also may be involved depending on the nature and/or subject of the concerns.

4. The employee may be placed on administrative leave while the situation is evaluated.

5. The sub-group will continue to monitor and manage the situation until the next normally scheduled meeting of the full Threat Assessment Team for Faculty/Staff/Public unless the circumstances indicate that a special meeting is warranted. Whenever the sub-group of the Threat Assessment Team determines it is appropriate based on the facts known at the time and the professional judgment of Threat Assessment Team members, an emergency meeting of the full Threat Assessment Team for Faculty/Staff/Public will be held.

6. When the consensus of the Threat Assessment Team is that it should be involved in the campus's ongoing response to a situation, the case will be "Activated." A decision to activate a case is based on an evaluation of the totality of the facts and circumstances known at the time and on the experience and professional judgment of the Team members, and not simply whether one or more of the thresholds have been crossed.

7. For all "Activated" cases, a Point of Contact is assigned and an action plan is developed to respond to the concerns. The response may include interviewing individuals, FOID card and concealed carry permit status checks, a criminal history review, and any necessary employment action. For all activated cases, the Point of Contact is responsible for documenting the progress of the case.

8. Any "Activated" Faculty/Staff member may also be monitored by the Special Situations Group (See Attachment A).

9. Information will be appropriately shared with outside agencies and/or jurisdictions.

C. Training & Education/Awareness Building

1. New supervisor/new unit executive officer training. New supervisors and new unit executive officers are made aware of violence prevention policies during supervisory and executive orientation.

2. Ongoing training. Supervisors and unit executive officers receive voluntary ongoing training about campus policies and practices. These include:

   - Policy and Rules (bi-annually)
   - Civil Service Performance Management (bi-annually)
   - Performance Partnership Program (PPP) (bi-annually)
   - Troubled Employee (FSAS)
   - Academic Performance Management
   - Victim Economic Security and Safety Act (VESSA)
   - Substance Abuse in the Workplace

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4 29 Ill.ADM.CODE 305 states in Subpart E: Training and Exercise Guidelines (Section 305.100), "Pursuant to the Act, each higher education institution shall conduct training on its CEOP and CVPP annually. Training should include all administrators, faculty, staff, students and any other members of the campus community so they are familiar with key components of the CEOP and CVPP."
Campus Safety (The Supervisor’s Role)

3. **Training in-place.** Supervisors and unit executive officers involved in new and ongoing situations are trained in-place by campus professionals.

4. **Additional training.** University Police offer half- or full-day presentations on active threat training which includes information on spotting potential indicators of concerning behavior. University Police also offer Rape Aggression Defense training which is a comprehensive course for women that begins with awareness, prevention, risk reduction and avoidance, while progressing to the basics of hands-on defense training. Staff from the Police Training Institute and University Police provide training for staff that works with the public on how to properly de-escalate situations that may not require police intervention. The Counseling Center provides online training for faculty and staff which assists people in addressing issues related to identifying and recognizing mental health concerns and making referrals. Faculty/Staff Assistance Services provides training on how to recognize the troubled work group. The University Police and Faculty/Staff Assistance Services work collaboratively to conduct annual training on the supervisor’s role with regard to campus safety.

5. All university faculty, staff and extra help are instructed to complete mandatory online training annually; new hires must complete the same training within 30 days. The training introduces university employees to terms, school policies and their responsibilities regarding sexual misconduct. The training is mandatory under the Illinois Preventing Sexual Violence in Higher Education Act.

**D. Privacy Protection**

1. Personnel records are shared in accordance with applicable federal and state laws.

**VI. Violence Prevention Program for the Public**

**A. Thresholds Applying to the Public**

1. **Acts and threats of violence towards a specific person(s), unspecified person(s), and/or the campus as a whole.** For example, a member of the public makes a threat to harm another member of the University community.

2. **Significant violent ideations or the expression of violent ideas or the intent to harm others.** For example, a member of the public expresses the intent to harm others in the absence of an identified individual(s).

3. **Pattern of physical or emotional bullying and/or intimidation.** For example, a member of the public uses force of a physical or emotional nature, or the threat of force to intimidate or coerce others on University property.

4. **Persistent unwelcome pursuit of a personal or sexual relationship and/or verbal or physical conduct of a sexual nature that is perceived as intimidating, aggressive, threatening and/or an abuse of power.** For example, a person who makes unwelcome sexual advances, requests sexual favors, and other verbal or physical conduct of a sexual nature, as defined by the Campus Administrative Manual policy on Sexual Harassment.
5. Assumes a stance of being substantially “in-charge” or attempting to control processes, outcomes, or decisions that is inappropriate given the person's standing or position. For example, the husband of an employee with a history of domestic violence insists that as a taxpayer he has every right to come to his spouse's workplace.

6. Persistently and/or aggressively pursuing options that don't reasonably exist and continuing to do so after being instructed to cease. For example, a member of the public persists in pursuing an avocation after going through the established hiring process and being denied employment.

7. The expression of thoughts, ideas, beliefs, and/or engaging in behaviors which indicate an obsessive, excessive and/or inappropriate focus on violence.

B. Responses to Members of the Public Who Appear to Have Crossed One or More Threshold(s)

1. University Police are contacted as appropriate to address a threat of harm and/or suspected criminal activity.

2. University Police may conduct FOID card and/or concealed carry permit status check(s), and a criminal background check.

3. As warranted, University Police will inform and consult with appropriate members of the Threat Assessment Team for Faculty/Staff/Public. A sub-group of the Threat Assessment Team for Faculty/Staff/Public will consider available information to make a preliminary determination as to whether or not one or more thresholds have been crossed. The review may include FOID card and concealed carry permit status checks as well as a criminal history review. The sub-group will usually consist of representatives from Human Resources, Office of University Counsel, University Police and the Faculty Staff Assistance Services. Representatives from the Provost’s Office and the Office of the Dean of Students also may be involved depending on the nature and/or subject of the concerns.

4. The sub-group will continue to monitor and manage the situation until the next normally scheduled meeting of the full Threat Assessment Team for Faculty/Staff/Public unless the circumstances indicated that a special meeting is warranted. Whenever the sub-group of the Threat Assessment Team determines it is appropriate based on the facts known at the time and the professional judgment of Threat Assessment Team members, an emergency meeting of the full Threat Assessment Team for Faculty/Staff/Public will be held.

5. When the consensus of the Threat Assessment Team is that it should be involved in the campus’s ongoing monitoring and/or management of a situation, the case will be “Activated.” A decision to activate a case is not based solely or automatically on the determination that an individual has crossed one or more thresholds. Rather, activation is based on an evaluation of the totality of the facts known at the time and on the experience and professional judgment of the Team members.

6. For all “Activated” cases, a Point of Contact is assigned and an action plan is developed to respond to the concerns. The response may include interviewing individuals, FOID card and concealed carry permit status checks, criminal history review. For all activated cases, the Point of Contact is responsible for documenting the progress of the case.
7. Any “Activated” member of the public may also be monitored by the Special Situations Group (See Attachment A).

8. Information will be shared with outside agencies and/or jurisdictions.

VII. Members of the Campus Community Who Have Filed an Order of Protection and/or Are Involved in a Situation Involving Intimate/Domestic Partner Violence

Any member of the University community who files an Order of Protection is strongly encouraged to notify the University Police. As warranted, campus units are strongly encouraged to notify the University Police when they become aware of an order of protection and/or a situation involving intimate/domestic partner violence.

1. The University Police will work with the affected individual and assess any safety concerns.

2. As warranted, the University Police may assist in creating a safety plan.

3. As warranted, University Police will contact the appropriate Threat Assessment Team and convene its membership.

4. If a situation arises to the threshold of being “activated” (by consensus of the appropriate Campus Threat Assessment Team), a Point of Contact is assigned and an action plan is developed.

5. Ongoing developments will be periodically reviewed until the situation is “deactivated”.

6. As warranted, the Title IX & Disability Coordinator (see Attachment F) will be involved.
Special Situations Group

Purpose: Informal working group of campus unit representatives who share information as needed regarding campus or community members who have demonstrated behaviors which are concerning and/or disruptive and who may have engaged numerous units for services and/or resolution. Representatives share information, observations, advice, mutual support, and on occasion, designate a single point of contact for the individual at the university in order to centralize collection and assessment of concerns. The group also works to connect disparate problematic actions involving an individual that may be known to various faculty, staff and administrators. They also discuss issues of mutual concern, such as procedures and policies, unit practices, etc.

Institutional Authority: Jointly shared between Associate Provost for Human Resources and Associate Vice Chancellor for Student Affairs/Dean of Students.

Current Membership:

- Office of International Student and Scholar Services
- Academic Human Resources
- Staff Human Resources
- Graduate & Family Housing
- Faculty/Staff Assistance Services
- Office of University Counsel
- Office of the Provost
- Office for Student Conflict Resolution
- Office of the Dean of Students
- McKinley Health Center
- Counseling Center
- University Police
- Graduate College
- Office of Diversity, Equity, and Access
- Office of the Chancellor

Meeting Schedule: Monthly, Second Thursday of the month, 1-2 p.m., 344 TSSB

Convener: Dean of Students or designee
Attachment B

Mandated Assessment Following a Suicide Threat/Attempt

Article 2—General Policies and Regulations

Part 1. Medical Policies http://studentcode.illinois.edu/article2_part1_2-102.html

§ 2-102 Mandatory Assessment

(a) In the event that the University is presented with a credible report that a student has threatened or attempted suicide, engaged in efforts to prepare to commit suicide or expressed a preoccupation with suicide, that student will be required to attend four sessions of professional assessment. These sessions are designed to foster the students’ willingness and ability to maintain a reasonable concern for their own self welfare.

(b) Confidentiality

(1) All records associated with the reported incident are kept separately by the Suicide Prevention Team. The Suicide Prevention Team is staffed by the Counseling Center and McKinley Health Center.

(2) All records associated with the mandated assessment are protected by federal and state laws regarding confidentiality.

(c) Appeals

(1) A student may appeal the accuracy of the report to the Suicide Prevention Team. In some instances, in order for the appeal to go forward, a student will be required to sign a release of information authorizing the members of the Suicide Prevention Team to contact and interview witnesses to the incident. An appeal may be made to the Dean of Students or designee. The decision of the Dean of Students is final.

(b) The policy of four sessions of professional assessment is applied uniformly to all students who cross the threshold described above. The requirement of four professional assessments is not subject to appeal.

5 Student Code: Student Rights and Responsibilities. University of Illinois at Urbana-Champaign.
Attachment C

General Policies and Regulations (Alcohol)

Article 2—General Policies and Regulations

Part 1. Medical Policies http://studentcode.illinois.edu/article2_part1_2-102.html

§ 2-102 Mandatory Assessment

(d) Alcohol and Drugs

An assessment of a student can be mandated by the Director of McKinley Health Center (Director) if:

(1) a student becomes incapacitated as the apparent result of alcohol or other drug use; and

(2) emergency medical personnel are summoned to transport the student to a hospital for emergency care; and

(3) the student is in fact transported to the hospital for emergency medical care or refuses to accept such transportation when recommended by the emergency medical personnel.

(e) Procedures

(1) The attending or responsible University employee who becomes aware of facts stated in subsection (d) must notify the Director of the student's name and the circumstances of the student's incapacitation. Other individuals (for example, the city Police Department or Certified Staff) may submit to the Director reports of student emergency transportation or refusal to accept such transportation.

(2) If the Director becomes aware of facts stated in subsection (d) (through a notification under subsection (d)(1) or otherwise), the Director will decide whether to require the student to undergo a mandatory assessment.

(3) If the Director decides that the student should be required to undergo a mandatory assessment, the Director shall so notify the student.

(4) After notification under subsection (d)(3), and unless successfully appealed under subsection (g), the student must undergo an assessment conducted at the direction of the Director.

(f) If the student completes the assessment, the results of the assessment and the fact that an assessment was conducted are confidential medical information and may not be disclosed without consent of the student and may not form the basis of a disciplinary proceeding or any other sanction imposed by the University. However, if the student fails to complete the assessment, this fact is not confidential medical information, and the Director may disclose that fact to the Dean of Students, who may in turn inform other responsible parties (see § 1-302(h) and § 3-603).
(g) Appeals

If the student disagrees with the decision of the Director directing a mandatory assessment, the following rules apply:

(1) the student may appeal the Director's decision to the Dean of Students;

(2) such an appeal must be submitted in writing within three business days after receipt by the student of the notice by the Director;

(3) the Dean of Students (or the Dean's designee) shall convene a hearing within five business days after receipt of the appeal;

(4) prior to the hearing, the student shall be entitled to review the information leading to the referral;

(5) at the hearing, the Dean or designee shall review all relevant evidence to determine whether to uphold the mandatory assessment directive. The student may be assisted at the hearing by any person chosen by the student. The decision of the Dean or designee shall be final.
Response to Suicide, Threats and Attempts Among Faculty, Academic Professionals and Staff

Purpose
To set forth the response to a suicide, attempted suicide, or threat of suicide by a faculty or staff member.

Scope
This policy applies to all employees

Authority
Office of the Chancellor

Policy
Faculty and staff are expected to report to the Faculty/Staff Assistance Services (FSAS) all incidents of suicidal threats and suicide attempts by university employees. In accordance with the procedures accompanying this policy, FSAS will respond to a credible report that an employee has threatened or attempted suicide, has engaged in efforts to prepare to commit suicide or has expressed a preoccupation with suicide.

Processes/Procedures/Guidelines

Responding To A Medical Emergency
The appropriate response to a medical emergency or to a situation of imminent suicidal risk is to call 911.

Responding to Non-Emergency Suicide Threats and Attempts
In the event a faculty or staff member receives a credible report of a suicide threat or attempt that has occurred in the past three months, at work or away from the workplace, the expectation is to consult with FSAS to develop a plan of support.

Contact Information for Faculty/Staff Assistance Services
Website: http://fsap.illinois.edu
Phone: (217) 244-5312 (Monday-Friday, 8:30 a.m. to 5 p.m.); (217) 244-7739 (24-hour crisis line)

Responding to Reported Incidents of Threats and/or Attempts of Suicide

A. Face-to-Face Evaluation to Determine Lethality

Upon receiving a report of an employee’s threatened or attempted suicide, the FSAS staff will contact
the employee of concern to meet in person as soon as practicable to assess the imminence and lethality of the threatened or attempted suicide. This assessment will include:

1. gathering information about the nature and severity of the current situation;
2. identifying the recommended level of intervention needed; and
3. offering to begin counseling at FSAS and/or referral to an appropriate community resource.

B. Three Additional Sessions

FSAS will offer any employee who is reported to have made a suicide threat or attempt a minimum of three counseling sessions at FSAS over the course of the following 30 days. The employee may choose to attend sessions with the employee's ongoing mental health professional in lieu of FSAS at the employee's expense. The employee is encouraged to attend these sessions, regardless of whether the precipitating situation appears to be resolved or if the employee denies the presence of ongoing suicidal intent.

C. Notification of Employee's Mental Health Professional

In accordance with state and federal laws regarding confidentiality, if the FSAS staff has reason to believe that the employee is in ongoing treatment with a mental health professional, the FSAS staff will attempt to contact such mental health professional and provide them with a report to facilitate continuity of care.

D. Services Are Confidential and Voluntary

All records associated with the reported incident are protected by federal and state laws regarding confidentiality. Although use of FSAS services is voluntary, employees are strongly encouraged to use these services.

Responding to Those Affected by a Completed Suicide

In the tragic event of an employee suicide, the University will provide supportive services to co-workers, employees, bystanders and any other member of the University community affected by the employee's death.

Exceptions

None

Contact

Director, Faculty/Staff Assistance Services, (217) 244-5312

Date Issued: March 13, 2009
Date Revised: September 15, 2016
Approved by: Office of the Chancellor
Personnel Policies: Section IX/A - 28
Attachment E

Violence Prevention and Response Policy

University of Illinois Campus Administrative Manual (IX-A-19)

Purpose:

The purpose of this policy is to state the campus’ commitment to safety in regards to threats and/or acts of violence.

Scope:

This policy applies to all members of the campus community.

Authority:

The campus Executive Director of Public Safety or designee is assigned responsibility for implementing and maintaining this policy.

Policy:

The University of Illinois at Urbana-Champaign is committed to a safe and nonviolent environment for all students, faculty, staff and visitors. Acts of violence and threats of violence are not acceptable conduct in the campus community and will not be tolerated.

Processes/Procedures/Guidelines:

Violent acts and threats of violence should be reported to the campus police immediately by calling 9-1-1.

In service of its commitment to the welfare, health and safety of all those in its campus community, the campus has developed and maintains a comprehensive Campus Violence Prevention Plan (CVPP) (PDF). Information on this plan can be found in Campus Administrative Manual Section V-C-14, Campus Violence Threat Assessment Policy. The CVPP can be found on the Division of Public Safety’s Website at police.illinois.edu. The CVPP is also linked to the following websites: Office of the Dean of Students, Staff Human Resources, Academic Human Resources, and the Faculty Staff Assistance Services.

Contact: Executive Director of Public Safety

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Attachment F

Nondiscrimination Policy

Purpose

The commitment of the University of Illinois at Urbana-Champaign (Illinois) to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms. This policy is designed to promote a safe and healthy learning and work environment and to comply with multiple laws that prohibit discrimination, including: Equal Pay Act of 1963, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act Amendments Act, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, Title IX of the Education Amendments Act of 1972, the Pregnancy Discrimination Act of 1978, the Uniformed Services Employment and Re-employment Act, the Vietnam-Era Veterans Readjustment Assistance Act of 1974, the Genetic Information Nondiscrimination Act of 2008, and the Illinois Human Rights Act. This policy and the associated procedures are established to provide a means to address complaints of discrimination or harassment based on the protected categories described herein.

Scope

This Nondiscrimination Policy applies to admissions, employment, and access to and treatment in University programs and activities. In furtherance of Illinois’ commitment to the principles of equality and equal opportunity, this policy may be invoked by students, applicants, visitors, faculty, staff, employees, and former employees of the University of Illinois Urbana-Champaign.

Authority

Office of the Chancellor.

Policy

It is the policy of the University not to engage in discrimination or harassment against any person because of race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, unfavorable discharge from the military, or status as a protected veteran and to comply with all federal and state nondiscrimination, equal opportunity, and affirmative action laws, orders, and regulations.

Definitions

Discrimination

To be subject to different treatment based on membership in a protected classification and to thereby experience an adverse employment or academic action or to be excluded from participation in or denied the benefits of a University program.
Harassment

A form of discrimination and unwelcome conduct based on an individual's status within a Protected Classification. The unwelcome conduct may be verbal, written, electronic or physical in nature. This policy is violated when the unwelcome conduct is based on one or more of the protected classifications (defined below), and is either:

• (1) sufficiently severe or pervasive; and (2) objectively offensive; and (3) unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational or employment opportunities, assessments, or status at the University; or

• performed by a person having power or authority over another in which submission to such conduct is made explicitly or implicitly a term or condition of educational and/or employment opportunities, participation, assessments, or status at the University.

Protected Classifications

Race, color, religion, sex, pregnancy, disability, national origin, ancestry, age, order of protection status, genetic information, marital status, disability, sexual orientation including gender identity, arrest record status, unfavorable discharge from the military or status as a protected veteran.

Retaliation

Any action, or attempted action, directly or indirectly, against any person(s), because they have, in good faith, reported or disclosed a violation of this policy, filed a complaint of discrimination, or in any other way participated in an investigation, proceeding, complaint, or hearing under this policy. Retaliation includes, but is not limited to harassment, discrimination, threats, job termination or other disciplinary action, negative job performance evaluations, adjustment in pay or responsibilities, or actions that have a negative impact on academic progress. Actions are considered retaliation if they have a materially adverse effect on the working, academic, or living environment of a person or if they hinder or prevent the person from effectively carrying out their University responsibilities. Any person or group within the scope of this policy who engages in retaliation is subject to a separate complaint of retaliation under this policy.

Sexual misconduct

Defined as set forth in CAM policy IX-B-6, Sexual Misconduct Policy.

Processes/Procedures/Guidelines

Individuals who believe that a University of Illinois at Urbana-Champaign employee has subjected them to discrimination or harassment in violation of this policy should contact the Office of Diversity, Equity, and Access at diversity@illinois.edu or (217) 333-0885. Office of Diversity, Equity and Access Procedural Guidelines will govern these complaints.

Individuals alleging violations of this policy should report the alleged misconduct immediately upon experiencing or learning of the alleged misconduct.

University employees to whom alleged misconduct is reported should immediately report the alleged misconduct to the appropriate campus office. Supervisory employees who fail to report alleged or
suspected violations of this policy to the appropriate campus office in a timely manner may be subject to disciplinary action, up to and including termination. Individuals who believe they have been subjected to misconduct by a student in violation of the Student Code should contact the Office for Student Conflict Resolution at (217) 333-3680 or conflictresolution@illinois.edu. Complaints referred to the Office for Student Conflict Resolution shall be investigated and resolved pursuant to Student Disciplinary Procedures. Students reporting alleged or suspected violations of this policy during non-business hours or University-designated holidays should contact the Emergency Dean at (217) 333-0050.

Exceptions

There are no exceptions to this policy.

Contact

Office of Diversity, Equity, and Access
Third Floor, 1000 South Fourth Street, MC 523
Champaign, IL 61820-5711
(217) 333-0885
diversity@illinois.edu

Office for Student Conflict Resolution
409 Turner Student Services Building
610 East John Street, MC 306
Champaign, IL 61820-5717
(217) 333-3680
conflictresolution@illinois.edu

Office of the Title IX and Disability Coordinator
Room 35, 703 South Wright Street
Champaign, IL 61820
(844) 616-7978
titleixcoordinator@illinois.edu

Date Issued: September 16, 1987
Date Revised: December 21, 2016 (View previous version of this policy.)
Approved by: Office of the Chancellor
Personnel Policies: Section IX/B - 1
Attachment G

Sexual Misconduct Policy

Purpose

To provide a safe and welcoming educational and work environment and to establish standards of conduct for all members of the campus community; and to comply with Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. § 1681 et seq., its implementing regulations, 34 C.F.R. Part 106; Section 304 of the Violence Against Women Reauthorization Act of 2013 ("VAWA"), 20 U.S.C. 1092(f), and its implementing regulations, 34 C.F.R. Part 668.46; Title VII of the Civil Rights Act of 1964, ("Title VII"), 42 U.S.C. 2000e et seq.; and relevant Illinois laws regarding sexual violence and discrimination.

Scope

This policy applies to

1. all students, Registered Organizations, Registered Student Organizations, and others subject to student discipline pursuant to the Student Code;

2. all University employees;

3. other affiliated individuals, including but not limited to, for purposes of this policy, visiting faculty, visiting scholars, and post-doctoral fellows; and

4. third parties, including but not limited to contractors, subcontractors, volunteers, and visitors.

Any person asserting a violation may invoke this policy. This policy applies regardless of actual or perceived sexual orientation or gender identity. This policy covers conduct that occurs on University premises or property, as well as conduct that does not occur on University premises or property that substantially affects the University community’s interest.

Authority

Office of the Chancellor.

Policy

The University of Illinois at Urbana-Champaign ("University") is committed to providing a safe and welcoming campus environment free from discrimination based on sex, which includes sexual assault, sexual exploitation, stalking, sexual harassment, dating violence, and domestic violence (collectively referred to as sexual misconduct). The University prohibits and will not tolerate sexual misconduct because such behavior violates the University's institutional values, adversely impacts the University's community interest, and interferes with the University's mission. The University also prohibits retaliation against any person who, in good faith, reports or discloses a violation of this policy, files a complaint, and/or otherwise participates in an investigation, proceeding, complaint, or hearing under this policy. Once the University becomes aware of an incident of sexual misconduct, the University will promptly and effectively respond in a manner designed to eliminate the misconduct, prevent its recurrence, and address its effects.
The Lead Title IX Coordinator is responsible for coordinating the University's efforts to comply with and carry out its responsibilities under Title IX of the Education Amendments of 1972 ("Title IX"), which prohibits sex discrimination, including sexual misconduct, in education programs and activities for institutions that receive federal financial assistance, as well as retaliation for the purpose of interfering with any right or privilege protected by Title IX. The Lead Title IX Coordinator oversees the University's response to all reports and complaints of sexual misconduct to monitor outcomes, identify and address any patterns or systemic problems, and to assess their effects on the campus climate. The Lead Title IX Coordinator also evaluates requests for confidentiality by those who report or complain about sexual misconduct in the context of the University's responsibility to provide a safe and welcoming campus environment for all students free from discrimination based on sex. Following a report or complaint of sexual misconduct, the University is required to conduct an adequate, reliable, impartial, equitable, and prompt investigation, including:

1. determining whether the report or complaint alleges conduct that may, upon further investigation, constitute prohibited sexual misconduct;
2. appointing an investigative team to conduct that investigation;
3. determining whether reports and complaints are handled properly in a prompt and timely manner;
4. informing all parties regarding the disciplinary process;
5. confirming that all parties have been notified of a decision and the right to, and procedures for, an appeal, if applicable;
6. maintaining information and documentation related to the investigation in a secure manner, consistent with the University's obligations to disclose information as required by law; and
7. monitoring compliance with timeframes set forth in the applicable procedures.

Danielle Morrison serves as the University’s Title IX and Disability Coordinator and can be contacted at 703 South Wright Street, 3rd Floor, Champaign, IL 61820; by phone at (844) 616-7978; or by email at titleixcoordinator@illinois.edu.

A person should contact the Lead Title IX Coordinator’s office to:

1. seek information or training about rights and available actions to resolve reports or complaints involving potential sex discrimination, including sexual misconduct;
2. file a complaint or make a report of sex discrimination, including sexual misconduct;
3. notify the University of an incident, policy or procedure that may raise potential Title IX concerns;
4. get information about available resources (including confidential resources) and support services relating to sex discrimination, including sexual misconduct; and
5. ask questions about the University's policies and procedures related to sex discrimination, including sexual misconduct.
Definitions

Sexual misconduct

Sexual misconduct includes sexual harassment, sexual assault, sexual exploitation, stalking, dating violence and domestic violence.

Sexual assault

Any sexual contact that does not involve the knowing consent of each person, including

A. any form of sexual penetration without consent; and

B. any intentional or knowing touching or fondling by either person, directly or through clothing, of the sex organs, buttocks, or breasts of the other person for the purpose of sexual gratification or arousal of either person without consent.

Consent

Informed, freely and actively given, mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. A person can withdraw consent at any time. There is no consent when there is force, threats, intimidation, or duress. A person's lack of verbal or physical resistance or manner of dress does not constitute consent. Consent to past sexual activity with another person does not constitute consent to future sexual activity with that person. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. A person cannot consent to sexual activity if such person is unable to understand the nature, fact, or extent of the activity or give knowing consent due to circumstances including without limitation the following:

A. the person is incapacitated due to the use or influence of alcohol or drugs;

B. the person is asleep or unconscious;

C. the person is under the legal age to provide consent; or

D. the person has a disability that prevents such person from having the ability or capacity to give consent.

Sexual exploitation

The use of another person's nudity or sexual activity without consent for the purpose of sexual gratification, financial gain, personal benefit, personal advantage, or any other non-legitimate purpose. Sexual exploitation includes, but is not limited to:

A. without the knowledge and consent of all participants, observing, recording, or photographing nudity or sexual activity of one or more persons in a location where there is a reasonable expectation of privacy, allowing another to observe, record, or photograph nudity or sexual activity of one or more persons, or otherwise distributing recordings, photographs, or other images of the nudity or sexual activity of one or more persons; and
B. sending sexually explicit materials of another person without consent of the recipient.

**Sexual harassment**

Sexual harassment is unwelcome sexual, sex-based, or gender-based conduct, whether verbal, written, electronic and/or physical in nature:

A. that is (1) sufficiently severe or pervasive; and (2) objectively offensive; and (3) unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational and/or employment opportunities, assessments, or status at the University; or

B. by a person having power or authority over another in which submission to such conduct is made explicitly or implicitly a term or condition of educational and/or employment opportunities, participation, assessments, or status at the University.

**Stalking**

Two or more acts directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress, and includes, but is not limited to, following, monitoring, surveilling, or threatening a person; initiating or continuing contact with a person without consent; or interfering with or damaging a person's property.

**Dating violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and the existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of relationship, the type of the relationship, and the frequency of the interaction between the persons involved in the relationship.

**Domestic violence**

Felony or misdemeanor crimes of violence committed by:

A. a current or former spouse or intimate partner of the alleged victim;

B. a person with whom the alleged victim shares a child in common;

C. a person who is cohabitating with, or has cohabitated with, the alleged victim as a spouse or intimate partner;

D. a person similarly situated to a spouse of the alleged victim under the domestic or family violence laws of the State of Illinois; or

E. any other person against an adult or youth alleged victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.
Retaliation

Any action, or attempted action, directly or indirectly, against any person(s), who, in good faith, reports or discloses a violation of this policy, files a complaint, and/or otherwise participates in an investigation, proceeding, complaint, or hearing under this policy. Retaliation includes, but is not limited to harassment, discrimination, threats, job termination, adjustment in pay or responsibilities, or negative impact on academic progress. Actions are considered retaliatory if they have a materially adverse effect on the working, academic, or living environment of a person; or if they hinder or prevent the person from effectively carrying out their University responsibilities. Any person or group within the scope of this policy who engages in retaliation is subject to a separate complaint of retaliation under this policy.

Processes/Procedures/Guidelines

For information about the University’s sexual misconduct support, response, and prevention resources, visit http://www.wecare.illinois.edu/.

Refer to the links below for more specific information:

For Students

- **Reporting Options** http://www.wecare.illinois.edu/help/report/
  - University Reporting Options
    - http://www.wecare.illinois.edu/help/report/#university
    - http://www.wecare.illinois.edu/resources/students/#campus
  - Police Reporting Options
    - http://www.wecare.illinois.edu/help/report/#police
    - http://www.wecare.illinois.edu/faq/police/
  - Student Disciplinary Process http://www.wecare.illinois.edu/faq/discipline/
  - Frequently Asked Questions about Reporting Options http://www.wecare.illinois.edu/faq/reporting/
- **Resources** http://www.wecare.illinois.edu/help/talk/#support
  - Confidentiality and Confidential Resources http://www.wecare.illinois.edu/resources/students/#confidential
  - Medical Resources http://www.wecare.illinois.edu/resources/students/#medical
  - Accommodations and Interim Measures
    - http://www.wecare.illinois.edu/faq/university/
    - http://www.wecare.illinois.edu/resources/students/#morecampus
- **Disciplinary Procedures**
  - Disciplinary Officer and Subcommittee Hearing Procedures http://conflictresolution.illinois.edu/policies/student-discipline/articleII/
  - Student Conduct Protocol for Allegations of Sexual Misconduct http://conflictresolution.illinois.edu/policies/student-discipline/appendixD/
  - Sanctions http://www.conflictresolution.illinois.edu/policies/student-discipline/articleII/#section2-04
- **Prevention and Training Programs** http://www.wecare.illinois.edu/prevention/students/

For Employees

- **Resources**
  - http://www.wecare.illinois.edu/resources/employees/
Employees’ Responsibility to Report Sexual Misconduct
   http://www.wecare.illinois.edu/faq/employees/

Disciplinary Procedures for Employees
   Procedural Guidelines For Handling Discrimination and Harassment Complaints Under The
   Nondiscrimination Policy of the University of Illinois at Urbana-Champaign

Prevention and Training Programs
   http://www.wecare.illinois.edu/prevention/employees/

This Sexual Misconduct Policy does not cover allegations of discriminatory behavior that do not include
conduct of a sexual nature. Other University policies prohibiting discrimination and harassment address
such allegations. When an individual alleges discriminatory action in addition to sexual misconduct, the
allegations are assessed pursuant to the applicable University policy. For information regarding other
University policies addressing discrimination and harassment, visit http://diversity.illinois.edu/

Exceptions:

There are no exceptions to this policy.

Contact

Title IX and Disability Coordinator
703 S. Wright Street
3rd Floor
Champaign, IL 61820
(844) 616-7978
titleixcoordinator@illinois.edu.

Date Issued: June 30, 2015
Date Revised: January 13, 2017 (View previous version of this policy.)
Approved by: Office of Diversity, Equity and Access
Personnel Policies: Section IX/B - 6