



**CAMPUS VIOLENCE PREVENTION PLAN**

2021 Edition

# University of Illinois Urbana-Champaign Campus Violence Prevention Plan

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# Foreword

## Introduction

The University of Illinois Urbana-Champaign is committed to the safety of its students, faculty, staff, and visitors. To further this goal, this Campus Violence Prevention Plan (CVPP) outlines the specific policies, procedures, offices, and programs that are dedicated to, or play a role in, the prevention of violence within the university community. Founded on the principles of early intervention and proactive engagement, the plan is multi-disciplinary and ensures relevant information related to violence prevention is contained in one, easily accessible document.

The CVPP includes: the University's threat assessment policy and objectives, a description of the University's Campus Violence Prevention Committee (CVPC), a description of the University's Behavioral Intervention Team and the University's Threat Assessment Team, a list of policies related to violence prevention, and a description of university programs and resources related to violence prevention.

The CVPP can always be found at: <https://go.illinois.edu/cvpp>

## Letter of Promulgation

This plan is approved and formally adopted as the University of Illinois 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 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 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 \_\_\_\_\_ of \_\_\_\_\_ 2021

\_\_\_\_\_  
Chancellor, University of Illinois Urbana-Champaign

# I. Campus Violence Threat Assessment Policy (CAM FO-19)

## Purpose

The University of Illinois Urbana-Champaign is committed to a safe and nonviolent campus environment and does not tolerate acts or threats of violence. In service of these commitments, and consistent with the Campus Security Enhancement Act of 2008 (110 ILCS 12) and its companion rules at 29 Ill. Adm. Code Part 305, this policy establishes the authority of the university's Threat Assessment and Behavioral Intervention Teams and provides guidance for identifying observable behaviors or circumstances that indicate someone needs assistance, is at risk of disrupting the educational environment, or may pose a risk of violence.

## Scope

This policy applies to the campus community, including all university employees, agents, students, and visitors.

## Authority

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

## Policy

The University of Illinois Urbana-Champaign shall have a Behavioral Intervention Team and a Threat Assessment Team to evaluate reports of concerning behaviors that have the potential to lead to Targeted Violence. All university employees and agents must report the behaviors and indicators listed in Section I below to the Behavioral Intervention Team or Threat Assessment Team and must cooperate with requests from the teams in connection with their violence prevention and response missions.

## Definitions

**Behavioral Intervention Team** means the multidisciplinary committee responsible for evaluating student behaviors for their potential to lead to targeted violence and for determining situation-specific response plans.

**Student** means any person who:

1. Has accepted an offer of admission to the university in the past 12 months;
2. Is currently enrolled in one or more courses at the university; or
3. Has been enrolled in one or more courses at the university in the past six months.

**Targeted Violence** means an incident of physical violence in which both the perpetrator and targets are identified or identifiable prior to the incident.

**Threat Assessment Team** means the multidisciplinary committee responsible for evaluating behaviors of employees and other non-Students for their potential to lead to Targeted Violence and for determining situation-specific response plans.

## Processes / Procedures / Guidelines

### What to Report to the Teams

The following guidance is intended to help members of the campus community identify observable behaviors or circumstances that indicate someone needs assistance, is at risk of disrupting the educational environment, or may pose a risk of violence. It is not always possible to know the significance of any single behavior taken out of context. The university's Behavioral Intervention and Threat Assessment teams rely upon the active participation of our campus community in recognizing and reporting concerning and threatening behaviors or other indicators that show an individual may be on a pathway to violence. University employees and agents with knowledge or observation of any of these behaviors or indicators must immediately report to the appropriate team:

- Violent behaviors that create a reasonable fear of physical harm, including aggressive acts and/or violent preoccupation (e.g., violent fantasies, writings, etc. that are inconsistent within a given context or classroom assignment)
- Physical attack
- Domestic/relationship violence
- Sexual assault
- Intimidation
- Property damage, particularly if driven by anger or heightened emotions
- Threats
  - Direct: "I am going to..."
  - Indirect: "If I wanted to I could..."
  - Conditional: "If you do x, then I will..."
  - Veiled: "This would be a better place without you."
- Unwanted pursuit or contact (stalking)/harassment
- Fixation (increasing unhealthy preoccupation) on a person or cause, particularly if accompanied by heightened angry emotions
- Presence of protective orders ("no contact" directives or "restraining orders")
- Troubling preoccupation with weapons; and/or presence of a weapon on campus
- Suicidal/homicidal thoughts, plans, or intent
- Paranoia or other psychological distress, particularly if accompanied by agitation or impulsivity
- Inappropriate outbursts or belligerence
- Substance abuse, particularly if accompanied by violence or other misconduct

These examples are not all-inclusive, and this information is not intended to be used as a checklist. Individuals who are concerned that another person may pose a risk of violence should contact the appropriate team even if they cannot identify specific risk factors. The Behavioral Intervention Team and Threat Assessment Team will each use information it receives in fact-based processes to evaluate reported behaviors and in development of specific response action plans.

## How we Report to the Teams

Any individual who observes behavior 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, the individual should report their concerns to the appropriate office, as outlined below.

If your concerns are regarding a student:

### Behavioral Intervention Team

During business hours: (217) 333-0050  
After hours: (217) 649-4129  
Email: helpdean@illinois.edu  
Online referral: [https://cm.maxient.com/reportingform.php?UnivofIllinois&layout\\_id=8](https://cm.maxient.com/reportingform.php?UnivofIllinois&layout_id=8)  
Website: <https://odos.illinois.edu/community-of-care/behavioral-intervention-team/>

If your concerns are regarding an employee or other non-student:

### Threat Assessment Team

During business hours: (217) 333-3105  
After hours: (217) 333-1216 (UIPD non-emergency number)  
Email: hrgeneral@illinois.edu  
Website: <http://humanresources.illinois.edu/hr-professionals/labor-and-employee-relations/threat-assessment.html>

All team members will have access to the information reported to, or gathered by, that team. Other individuals also may have access to the information to the extent that it is necessary for the campus to fulfill its violence prevention and response mission and to promote the safety of the campus community. Privacy interests will be protected as required by law.

## Confidential Resources

The University provides assistance for Students and employees and their families who want to discuss a situation in a confidential setting.

### Counseling Center

Counseling Center services are designed to help Students address many of the academic, relational, social, and emotional concerns they face. Students may schedule an initial appointment by calling (217) 333-3704 any time after 7:50 a.m., Monday through Friday. The Counseling Center encourages Students to call early, since times available for initial appointments are provided in the order that calls are received. Lastly, callers should stay on the line until their call is picked up. The phone will ring until the call is answered; if the caller hangs up, they will lose their place in the queue.

### Faculty/Staff Assistance Services

FSAS offers confidential assessment of personal and professional concerns, and short-term and solution-focused counseling to University of Illinois employees, retirees, and their household members. Examples of issues addressed include work-related issues, relationship and family concerns, grief and loss, substance use/addictions, stress, anxiety, depression, and other personal concerns. The FSAS responds to campus and/or departmental crises through individual crisis intervention, individual or group debriefings, and consultations for supervisors or departmental leaders following a critical incident or traumatic event such as the death of a

coworker. For appointments, please call (217) 244-5312, and for crises, please call (217) 244-7739.

The complete list, including non-confidential resources, is available in Section V of the Campus Violence Prevention Plan.

## **Campus Violence Prevention Plan**

The campus has developed a comprehensive Campus Violence Prevention Plan (CVPP), which can be found at <https://police.illinois.edu/emergency-preparedness/campus-violence-prevention-plan/>.

## **Exceptions**

None.

## **Contact**

Executive Director of Public Safety

## **II. Campus Violence Prevention Committee**

### **Purpose**

The University of Illinois Urbana-Champaign Campus Violence Prevention Committee (CVPC) is charged with implementing the Campus Violence Prevention Plan (CVPP), reviewing the CVPP on an annual basis, ensuring that 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 Violence Prevention Teams mentioned in the CVPP.

### **Committee Members**

The CVPC is a multi-disciplinary team comprised of campus administration, student affairs, law enforcement, human resources, counseling services, residential life and emergency management personnel. The CVPC is chaired by the Executive Director of Public Safety or designee and includes, but is not limited to, representatives from the following offices:

- Office of the Chancellor
- Office of the Provost
- Office of the Vice Chancellor for Administration & Operations
- Office of the Vice Chancellor of Student Affairs
- Office of the Dean of Students
- Office for Student Conflict Resolution
- University Housing
- Office of University Counsel
- Illinois Human Resources
- Faculty/Staff Assistance Services
- University of Illinois Police Department

### **Schedule of Meetings**

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

### III. Campus Violence Prevention Teams

The Campus Violence Prevention Teams conduct threat assessments, address dangerous and/or threatening behavior, and provide guidance and best practices for preventing violence and providing supportive services. The University has created two such teams, distinguished by their focal populations.

The Behavioral Intervention Team is responsible for the student population. The Threat Assessment Team is responsible for faculty, staff, and non-affiliated persons. Detailed descriptions for each team follows.

#### A. Behavioral Intervention Team

**Focal Population:** Students

**Membership:**

- Counseling Center
- Graduate College
- McKinley Health Center
- Office for Student Conflict Resolution
- Office of University Counsel (advisory only)
- Student Assistance Center
- University Housing
- University of Illinois Police Department

**Meeting Frequency:** Weekly. Every Tuesday and alternating Thursdays.

**Reporting Line:** Office of the Dean of Students

**Mission Statement:** The multidisciplinary Behavioral Intervention Team strives to prevent targeted violence by employing a proactive, supportive, evidence-based approach to the assessment and management of threats posed, or potentially posed, by students.

**General Principles<sup>1</sup>:**

1. Targeted violence is goal directed behavior rather than a sudden, impulsive act. It is the result of “an understandable and often discernible process of thinking and behavior” and can be prevented through the identification of behaviors that precede the escalation of violence.
2. Early intervention is critical in violence prevention. The earlier a concern is recognized and addressed, the easier it is to address with a broader range of intervention options.

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<sup>1</sup> Guiding principles adapted from:

Borum, R., Fein, R., Vossekuil, B., & Berglund, J. (1999). Threat assessment: Defining an approach for evaluating risk of targeted violence. *Behavioral Sciences and the Law*, 17, 323-337.

Deisinger, G., Randazzo, M., O’Neill, D., & Savage, J. (2008). *The handbook for campus threat assessment & management teams*. Boston: Applied Risk Management.

Vossekuil, B., Fein, R., Reddy, M., Borum, R., & Modzeleski, W. (2002). *The final report and findings of the Safe School Initiative: Implications for the prevention of school attacks in the United States*. Washington, DC: U.S. Department of Education and U.S. Secret Service.

3. Violence results from the interaction of several factors, including but not limited to the person of concern, their situation, past stressful situations, the environment, and the potential target.
4. Violence is dynamic, not static, and as such, situations must be monitored over weeks and months rather than days.
5. There is no profile or type of perpetrator of targeted violence. Threat assessment focuses on behavior, not profiles.
6. The effective utilization of systems, both on campus and in the community, is critical throughout the process of threat assessment and management. Communication between and amongst appropriate offices, departments, and resources is necessary for the receipt, evaluation, and coordinated response to evolving situations.
7. There is a difference between making a threat and posing a threat. All potential threatening behaviors are taken seriously, regardless of whether the person has expressed a threat.
8. Safety is the primary goal of threat assessment. All interventions are tools to reach this goal and not ends unto themselves.

**Website:** <https://odos.illinois.edu/community-of-care/behavioral-intervention-team/>

**Online Referral Link:** <https://go.illinois.edu/refer>

### **Reporting to the Team:**

Any person witnessing conduct or behavior 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, but is still concerning, individuals should contact the team using one of the methods below:

By phone:       (217) 333-0050 (during business hours)  
                       (217) 649-4129 (after hours and on weekends)

In person:       300 Turner Student Services Building  
                       610 E. John Street, Champaign, IL 61820

By email:        helpdean@illinois.edu

Online:           <https://go.illinois.edu/refer>

## **B. Threat Assessment Team**

**Focal Population:** Faculty, staff and the general public which includes prospective students, former students and parents of students

### **Membership:**

Faculty/Staff Assistance Services  
 Illinois Human Resources  
 Office of Access and Equity  
 Office of the Chancellor  
 Student Assistance Center  
 Office of the Provost  
 Office of University Counsel (advisory only)  
 University of Illinois Police Department

**Meeting Frequency:** Weekly and as needed

**Reporting Line:** Office of the Dean of Students; Faculty & Staff: Office of the Chancellor

**Website:** <https://humanresources.illinois.edu/hr-professionals/labor-and-employee-relations/threat-assessment.html>

**Reporting to the team:**

Any person witnessing conduct or behavior 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, but is still concerning, individuals should contact the team using one of the methods below:

- By phone: (217) 333-3105 (during business hours)  
(217) 333-1216 (after hours and on weekends)
- In person: Personnel Services Building  
52 E. Gregory Street, Champaign, IL 61820
- By email: [hrgeneral@illinois.edu](mailto:hrgeneral@illinois.edu)

**Potential Responses to Faculty and Staff Who Pose a Risk of Targeted Violence**

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. Additionally, University Police, the employee's supervisor or manager, and Unit Executive Officer provide relevant information about the concerns to Illinois Human Resources.
4. The Threat Assessment Team will consider available information to make a preliminary determination as to the nature and seriousness of the potential threat. The subgroup will usually consist of representatives from Illinois Human Resources, University Police, and Faculty/Staff Assistance Services, with the Office of University Counsel participating in an advisory capacity. Representatives from the Provost's Office, the Office of the Dean of Students and/or the Office of Access and Equity also may be involved depending on the nature and/or subject of the concerns.
5. The employee may be placed on administrative leave while the situation is evaluated.
6. The Threat Assessment Team will continue to monitor and manage the situation until the next normally scheduled meeting of the full Threat Assessment Team unless the circumstances indicate that a special meeting is warranted.
7. The Threat Assessment Team provides advice on additional steps and potential other resources the sub-group might consider if the situation is still active.

**Potential Responses to Member of the Public Who Pose a Risk of Targeted Violence**

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.
4. The Threat Assessment Team will consider available information to make a preliminary determination as to whether or not the individual appears to have engaged in an act of violence or threat of violence. The sub-group will usually consist of representatives from Illinois Human Resources, University Police, and the Faculty/Staff Assistance Services, with the Office of University Counsel participating in an advisory capacity. 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.
5. The Threat Assessment Team will continue to monitor and manage the situation until the next normally scheduled meeting of the full Threat Assessment Team unless the circumstances indicate that a special meeting is warranted.
6. The Threat Assessment Team provides advice on additional steps and potential other resources the sub-group might consider if the situation is still active.

## C. Training & Education/Awareness Building<sup>2</sup>

### Behavioral Intervention Team

1. **BIT Presentations.** Members of the Behavioral Intervention Team are available for presentations or trainings on request, and complete an average of 20-30 per year. Training topics cover: the behavioral intervention team, BIT operations, working with students in distress, support services on campus and in the broader community, recognizing signs of distress, university policies and procedures, and making effective referrals. Requests for presentations/trainings can be made by calling (217) 333-0050 or completing the information at the following link: <https://forms.illinois.edu/sec/7190789>
2. **Community of Care Liaison Program.** The Community of Care Liaison Program is intended to be a vital component in the university's effort to foster communication, programmatic, educational, and logistical strategies around student mental health and creating a community of care. Specifically, the Community of Care Liaison program's charge includes the following: articulating the roles and responsibilities of faculty and staff members with regards to student's overall health and well-being, communicating to faculty and staff about campus resources available to students that can promote resilience and mental wellness, as well as when and how to refer students to those resources, working with student affairs professionals to recommend ways to equip faculty and staff to recognize warning signs in students and to respond appropriately, and serving as a primary point of contact in academic units for student affairs professionals. Additional information can be located at the following link: <https://odos.illinois.edu/community-of-care/resources/faculty/liaison-program/>
3. **Marketing campaign.** The BIT is part of the Community of Care marketing conducted by the Student Assistance Center. BIT information is contained in the faculty and staff "Quick Reference Guide to Working with Students of Concern" folder, the Responding to Students of Concern pamphlet, distributed at all presentations, outreach, and tabling events targeting faculty and staff.

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<sup>2</sup> 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."

4. **Team training and education**<sup>3</sup>. Members of the team engage in individual and team training on at least an annual basis. In 2019, the team received training from Dr. Stephen White and Dr. Reid Meloy on their tool, the Workplace Assessment of Violence Risk (WAVR-21). In 2018, the team received training from international threat assessment expert Dr. Gene Deisinger of Sigma Threat Management Associates. In 2017-2018, the team used funds to purchase several books that are in rotation among members of the team. Lastly, two team members are members of the Association of Threat Assessment Professionals, one of whom is a Certified Threat Manager.
5. **Website**. The Behavioral Intervention Team has a robust web presence, including information about the mission and purpose of the team, its' leadership and core team members, including contact information, behavioral thresholds, how to file a report with the team, and an online referral form.

## Threat Assessment Team

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)
  - Troubled Workgroup (FSAS)
  - Academic Performance Management
  - Victim Economic Security and Safety Act (VESSA)
  - Substance Abuse in the Workplace
  - 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 works collaboratively to conduct annual training on the supervisor's role with regard to campus safety.

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<sup>3</sup> Updates to Training from OSCR by 5/31/2019.

5. **Sexual misconduct.** 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.

## Privacy Protection

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

## IV. Policies Related to Violence Prevention and/or Response

The following University policies and procedures (in alphabetical order) are related to violence prevention and response. This is not an exhaustive list. The most up to date and complete version of each policy is available in full at the link provided.

- **Background Checks:**  
<https://humanresources.illinois.edu/job-seekers/background-checks.html>
- **Campus Violence Threat Assessment Policy:**  
<https://cam.illinois.edu/policies/fo-19/>
- **Mandated assessment following a [student] suicide attempt:**  
[https://studentcode.illinois.edu/article2\\_part1\\_2-102.html](https://studentcode.illinois.edu/article2_part1_2-102.html)
- **Nondiscrimination Policy:**  
<https://cam.illinois.edu/policies/hr-48/>
- **Orders of Protection:**  
<https://police.illinois.edu/services/orders-of-protection/>
- **Protection of Minors:**  
<https://cam.illinois.edu/policies/hr-64/>
- **Response to suicide threats and attempts among faculty, academic professionals and staff:**  
<https://cam.illinois.edu/policies/hr-74/>
- **Sexual Misconduct Policy:**  
<https://cam.illinois.edu/policies/hr-79/>
- **Student Code:** 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. Part 3 (Student Discipline):  
[https://studentcode.illinois.edu/article1\\_part3\\_1-301.html](https://studentcode.illinois.edu/article1_part3_1-301.html)
- **University Code of Conduct:**  
[https://www.ethics.uillinois.edu/compliance/university\\_code\\_of\\_conduct](https://www.ethics.uillinois.edu/compliance/university_code_of_conduct)
- **Violence Prevention and Response Policy:**  
<https://cam.illinois.edu/policies/fo-76/>

## V. Units Responsible for Violence Prevention and/or Response

The following University offices (in alphabetical order) are responsible, at least in part, for violence prevention and/or response. This is not an exhaustive list. Additional information can be found at the links provided.

### **Counseling Center**

Website: <https://counselingcenter.illinois.edu/>

The Counseling Center is committed to providing a range of services intended to help students develop improved coping skills in order to address emotional, interpersonal, and academic concerns. The Counseling Center provides individual, couples, and group counseling. All of these services are paid for through the health services fee. The Counseling Center offers primarily short-term counseling, but we do provide referrals to the community when students could benefit from longer term services.

### **Faculty/Staff Assistance Services**

Website: <https://humanresources.illinois.edu/fsas/index.html>

We believe everyone upon occasion faces problems that can be difficult to resolve. The staff of FSAS is dedicated to providing quality, confidential assistance to employees and their families who may be experiencing difficulties that impact their lives. This includes assessments, short-term counseling, crisis services and referrals to appropriate resources.

The FSAS offers this benefit free of charge to all faculty, staff, retirees and family members or significant others living in their household. Additionally we work with supervisors as well as entire departments to develop and maintain a positive work environment. The FSAS staff is composed of licensed professionals who offer assessment, brief counseling and if necessary, referrals to appropriate resources.

### **Illinois Human Resources**

Website: <https://humanresources.illinois.edu/>

Illinois Human Resources provides a full complement of human resource services to the University, including hiring, training, professional development and support for faculty, academic professionals and civil service employees. Specific services related to violence prevention include coordinating pre-employment background checks, advising units on employee performance management and discipline, resolution of workplace grievances, advising employees and units regarding various types of employee leave, and coordinating multi-unit staffings to respond to critical incidents including fitness to work and workplace violence.

### **McKinley Health Center**

Website: <https://mckinley.illinois.edu/>

McKinley Health Center serves the students at the University of Illinois Urbana-Champaign. The Health Service Fee, which is paid as part of enrollment, provides the funds to prepay many health care needs. Some of the services provided by McKinley include: 24 hour Dial-A-Nurse service, visits with a Primary Care Provider, pharmacy services, mental health counseling and treatment, travel exams and inoculations, women's health clinic, health resource centers, and a health education unit.

### **Office for Student Conflict Resolution**

Website: <https://conflictresolution.illinois.edu/>

The Office for Student Conflict Resolution (OSCR) is responsible for investigating and overseeing the adjudication of allegations that a student has violated university policy, including the sexual misconduct policy. In addition, OSCR offers Alternative Conflict Resolution Services to interested students.

### **Office of Diversity, Equity, and Inclusion**

Website: <https://www.diversity.illinois.edu/>

The mission of the Office of Access and Equity is to serve as a resources to campus units by facilitating compliance awareness and promoting an inclusive community through diversity, education and outreach initiatives.

### **Office of the Chancellor**

Website: <https://chancellor.illinois.edu/>

Chancellor's Emergency Powers: The Chancellor, in consultation with the President, will place into effect regulations, procedures, or measures deemed necessary or appropriate to meet an emergency, to safeguard persons and property, and to maintain educational activities. The Chancellor, in consultation with the President, will institute and implement the necessary procedures for referral of such cases to the appropriate disciplinary processes.

### **Office of the Dean of Students**

Website: <https://odos.illinois.edu/>

The Office of the Dean of Students implements a variety of programs and services to assist and support students in achieving academic and personal success. The Office provides important educational and developmental opportunities, serves as student advocates, empowers students to be successful, and promotes students' rights and responsibilities.

### **Title IX Office**

Website: <https://wecare.illinois.edu/titleix/>

The Title IX Office at the University of Illinois Urbana-Champaign is primarily responsible for coordinating the university's compliance with Title IX of the Education Amendments of 1972 (Title IX), Title II of the Americans with Disabilities Act of 1990, as amended (ADA), and related federal and state laws and regulations, in addition to university policies and procedures. This includes providing leadership, oversight, consultation, education, resources, and training to the university community around the topics of Title IX and ADA. It also includes helping to ensure that the university responds appropriately and effectively to issues and grievances related to Title IX, ADA, and related state and federal laws.

### **University of Illinois Police Department**

Website: <https://police.illinois.edu/>

The University of Illinois Police Department provides 24/7 patrol and emergency response to maintain the overall safety of the entire campus community. Working closely with other campus units and student groups, the police department also offers crime prevention services, mental health crisis intervention, criminal investigations, educational programming, and emergency planning for the University of Illinois Urbana-Champaign campus.

**Women's Resources Center**

Website: <https://oiir.illinois.edu/womens-center/support-services>

Women's Resources Center supports and connects students, linking them with faculty, alumnae, staff, community leaders and other students through programs, workshops, mentorship, fun activities and networking events focused on the intersectionality of sexism and other forms of social identity. Student organizations may request meeting or programming space as well as apply for co-sponsorships from WRC for activities that raise awareness of gender/women's issues on campus, and increase the visibility and diversity of women at the University of Illinois. We offer confidential, advocacy and supportive counseling for sexual assault/rape or abuse within a relationship, stalking, harassment and other types of interpersonal abuse.

## VI. Programs and Resources Related to Violence Prevention and/or Response

The following University programs (in alphabetical order) are related to violence prevention and/or response. This is not an exhaustive list. Additional information can be found at the links provided.

### **ACE IT**

ACE IT is a program of the University of Illinois Counseling Center's Alcohol and Other Drug Program. ACE IT's goal is to help you to stay safe, be healthy, and succeed academically—whether or not you choose to drink. It's offered in partnership with New Student Programs and is mandatory for all new undergraduate first year and transfer students. Transfer students who are age 21 or over and live off campus are exempt from attending. Additional information can be located at the following link: <https://counselingcenter.illinois.edu/node/129>

### **Building Emergency Action Plans**

The Building Emergency Action Plan (BEAP) is a document designed to assist building occupants with their emergency planning and response efforts. The BEAP includes but is not limited to: campus and building specific emergency communication systems, definition of emergency management team members and/or emergency contact lists, evacuation/shelter-in-place/lockdown procedures, concept of operations for various types of emergency situations, training and exercise schedule implementation. Additional information can be located at the following link: <https://police.illinois.edu/emergency-preparedness/building-emergency-action-plans/>.

### **Campus Emergency Operations Plan**

The Campus Emergency Operations Plan is what we use to prepare for and respond to any kind of large-scale emergency on our campus, including both natural and man-made disasters. It outlines specific actions in support of local and Champaign County response and recovery activities. The full plan can be located at the following link: <https://police.illinois.edu/dpsapp/wp-content/uploads/2017/12/CEOP-2017.pdf>

### **Emergency Dean Program**

One of the resources the University makes available to students is the support and guidance of a University administrator who is on call and can be reached when University offices are closed. The Emergency Dean supports students who are experiencing health or safety emergency situations in which an immediate University response is needed and which cannot wait until the next business day. The Emergency Dean is not a substitute for trained emergency personnel such as 911, police, or fire professionals. Additional information can be located at the following link: <https://odos.illinois.edu/community-of-care/emergency-dean/>

### **Illini-Alert**

Illini-Alert is used for incidents which present an imminent threat to life, health, or safety to the general campus population. These messages provide emergency information and instructions for personal protective actions.

Illini-Alert messages are sent via text message, email, social media and are posted to all campus homepages through the university's Emergency Web Alert System.

All current University of Illinois Urbana-Champaign students, faculty, and staff will receive Illini-Alert messages through their NetID@illinois.edu email addresses. Those with campus email addresses may enroll up to three alternative email addresses at [emergency.illinois.edu](https://emergency.illinois.edu). All

current University of Illinois Urbana-Champaign students, faculty, and staff will be prompted to provide a cell phone number to receive emergency text messages and may register up to three cell phone numbers. Those prompted may opt out, but everyone is strongly encouraged to enroll at [emergency.illinois.edu](https://emergency.illinois.edu). Anyone else can receive Illini-Alert messages by cell phone by sending a text message to 40404 with the text "follow IlliniAlert." Follow @IlliniAlert on Twitter and like Illini-Alert on Facebook. All faculty, staff and students can sign up for Illini-Alert emergency messages. Those not affiliated with the university can receive Illini-Alert messages by texting "Follow IlliniAlert" to 40404.

Additional information can be located at the following link: <https://police.illinois.edu/emergency-preparedness/active-shooter-response/>

### **Kognito Suicide Prevention Training**

The University of Illinois community cares about the well-being of every student. To ensure that students who are distressed get the support they need, the University of Illinois Counseling Center has partnered with Kognito At-Risk to provide online training simulations. We hope that each faculty/staff member and each student will participate in this Kognito At-Risk training, which will help you to better identify, support, and connect distressed students with campus services. Kognito At-Risk has the feel of a video game as you make choices about what to say and do in conversations with students who may be distressed. It takes just 30-40 minutes to complete. Choose from faculty/staff or student modules. There are also specific modules for reaching out to students who are military veterans and those who identify as transgender. Additional information can be located at the following link: <https://counselingcenter.illinois.edu/emergency/kognito-risk-suicide-prevention-training>

### **Safety Classes and Programs**

Following is a list of classes and presentations offered by UIPD safety experts. To request an officer to speak to your group, complete the presentation request form at least three weeks in advance of your program: Three Minutes to Live, Self Defense Classes (R.A.D.), New Employee and Student Orientations, Residence Hall Security Program, General Overview of Campus Crime, The Law and You, Bicycle and Pedestrian Safety, De-escalation Communication, Office Safety and Security, and Faculty and Staff Firearms Safety Program. Additional information can be located at the following link: <https://police.illinois.edu/services/safety-classes-and-programs/>

### **SafeWalks & SafeRides**

SafeWalks is a courtesy service provided to University of Illinois students, faculty, and staff. To request a SafeWalks escort, call 217-333-1216. You can also use an emergency phone to contact a dispatcher. SafeWalks is a free service provided by Student Patrol.

Hours of Operation

9 p.m. to 2:30 a.m., Sunday through Wednesday (calls taken until 2:15 a.m.)

9 p.m. to 3 a.m., Thursday, Friday or Saturday (calls taken until 2:45 a.m.)

Between dusk and 6 a.m., the Champaign-Urbana Mass Transit District offers limited SafeRides by request by calling 217-265-RIDE (7433). Please visit the MTD website for more information about SafeRides.

Additional information can be located at the following link: <https://police.illinois.edu/services/safewalks-saferides/>

### **Sexual Misconduct Prevention/Awareness**

The University of Illinois offers a number of prevention programs and training tools. Following is a non-exhaustive list: FYCARE, ICARE, I Heart Healthy Relationships, GUARD, RAD, It's on Us at Illinois, ManTalks, Men of Impact, CHLH 199B- Campus Acquaintance Rape Education,

CHLH 340B2/SOCW350B2- Advanced CARE seminar, Haven for Faculty and Staff, Campus Security Authority Training, Students Against Sexual Assault, Sexual Health Peers, Amnesty International, and Golden Z Club. Programs and trainings are also available by request. Additional information can be located at the following link: <https://wecare.illinois.edu/prevention/>

Additionally, 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.

### **University Housing Staff Education**

Resident Advisors (RAs), Resident Directors (RDs), Area and Program Coordinators, and on-call Assistant Directors are informed of the policies, protocols and procedures related to campus violence prevention during incoming orientation.

## References

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- Deisinger, G., Randazzo, M., O'Neill, D., & Savage, J. (2008). *The handbook for campus threat assessment & management teams*. Boston: Applied Risk Management.
- Meloy, J. R., Hoffman, J., Guldemann, A., & James, D. (2012). The role of warning behaviors in threat assessment: An exploration and suggested typology. *Behavioral Sciences and the Law*, 30, 256-279.
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## Appendix A — Record of Changes

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

1. The Director of Business Operations with the University of Illinois Police Department is ultimately responsible for maintaining, reviewing, and updating this plan. A review and necessary updates will be done annually by the Campus Violence Prevention Committee.
2. Plan-holders will be notified of changes by e-mail.
3. When any change is made, an entry should be noted in the following log:

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
1	11/18/09	CVPP Created	Todd Short
2	12/31/10	CVPP Update (All Pages)	Todd Short
3	11/16/11	Page ii (Date of Signature)	Todd Short
4	11/16/11	Page 3 (Updated title of Legal Counsel to membership of Threat Assessment Team for Students)	Todd Short
5	11/16/11	Page 3 (Changed names of Coordinators for Threat Assessment Team for Students)	Todd Short
6	11/16/11	Page 4 (Added Equal Opportunity and Access to membership of Threat Assessment Team for Faculty/Staff/Public)	Todd Short
7	11/16/11	Page 4 (Changed names of Coordinators for Threat Assessment Team for Faculty/Staff/Public)	Todd Short
8	11/16/11	Page 4 & 5 (Added language under "Student Code [Section 1-302]" to include more specific information regarding types of conduct)	Todd Short
9	11/16/11	Page 6 & 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	Todd Short
10	11/16/11	Page 7 (Removed language referencing Suicide Prevention Team and Alcohol and Other Drug Office)	Todd Short
11	11/16/11	Page 8 (Added Women's Resource Center to membership of Interpersonal Violence Staffing Group)	Todd Short
12	11/16/11	Page 9, #6 (Provided new example)	Todd Short
13	11/16/11	Page 9, part B (Changed section to include bullet point items for response to Faculty/Staff/Public who cross one or more thresholds)	Todd Short
14	11/16/11	Page 9 (Removed language referencing the Faculty Staff Assistance Program)	Todd Short
15	11/16/11	Page 11, part D (Added section D, "Privacy Protection" statement)	Todd Short
16	11/16/11	Page 12, #6 (Provided new example)	Todd Short

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
17	11/16/11	Page 12, part B (Changed section to include bullet point items for response to the public who cross one or more thresholds)	Todd Short
18	11/16/11	Page 13, part C (Changed section to include bullet point items for employees who have filed an order of protection)	Todd Short
19	11/16/11	Added a new Attachment A, "Special Situation Group"	Todd Short
20	11/30/12	Page viii-x, added revised Campus Threat Assessment Policy	Todd Short
21	11/30/12	Page viii, inserted additional workplace violence statement in the "Policy" paragraph	Todd Short
22	11/30/12	Page 3, changed "Coordinator" to "Dean of Students" (Threat Assessment Team for Students)	Todd Short
23	11/30/12	Page 4, replaced "Workplace Violence" with Violence Prevention and Response Policy"	Todd Short
24	11/30/12	Page 4, changed "Coordinator" to "Associate Provost for Human Resources and Dean of Students or designee"	Todd Short
25	11/30/12	Page 4, changed reporting line to "Office of the Dean of Students: Faculty & Staff: Office of the Provost"	Todd Short
26	11/30/12	Page 6, changed order of response and added additional information on type of response to Students Who Cross One or More Threshold(s)	Todd Short
27	11/30/12	Page 8, changed Privacy Protection statement to reflect compliance with state/federal law	Todd Short
28	11/30/12	Page 9, changed order of response and added additional information on type of response to Faculty/Staff Who Cross One Or More Threshold(s)	Todd Short
29	11/30/12	Page 11, added "Academic Performance Management" under "Ongoing Training"	Todd Short
30	11/30/12	Page 12, changed order of response and added information on type of response to the Public Who Cross One or More Threshold(s)	Todd Short
31	11/30/12	Page 13, moved "Members of the Campus Community Who Have Filed An Order of Protection" to its own distinct heading (Section VIII)	Todd Short
32	11/30/12	Page 13, added information to the type of response for Orders of Protection	Todd Short
33	11/30/12	Page 14, updated Attachment A (names removed from membership list/clarification of purpose statement)	Todd Short
34	11/30/12	Page 22, updated Attachment E (replaced Workplace Violence CAM policy with Violence Prevention and Response Policy)	Todd Short

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
35	11/30/12	Page 24, updated Attachment F (replaced Policy on Sexual Harassment with Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois Urbana-Champaign	Todd Short
36	11/01/13	Page 7, 10, 12, added concealed carry permit language to responses of individuals who cross a behavioral threshold	Todd Short
37	11/01/13	Page 7 and 8, added additional training/education programs for students offered by UIPD, the Dean of Students Office, and the Counseling Center	Todd Short
38	11/01/13	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.	Todd Short
39	11/01/13	Page 14, deleted Illinois Public Safety Academy under Training and Education/Awareness Building for the General Public	Todd Short
40	11/01/14	Updated Campus Violence Threat Assessment Policy (revised threshold behaviors, page vii).	Todd Short
41	11/01/14	Updated threshold behaviors for Students (page 5).	Todd Short
42	11/1/14	Updated responses to student who cross one or more thresholds (pages 5-6).	Todd Short
43	11/1/14	Updated threshold behaviors for Faculty/Staff (pages 7-8).	Todd Short
44	11/1/14	Updated responses to Faculty/Staff who cross one or more thresholds (pages 8-9).	Todd Short
45	11/1/14	Updated threshold behaviors for members of the public (page 10).	Todd Short
46	11/1/14	Updated responses to members of the public who cross one or more thresholds (pages 10-11).	Todd Short
47	11/1/14	Included the updated CAM Policy: Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois Urbana-Champaign (Attachment F, page 20)	Todd Short
48	11/2/15	Updated Student Code (Section 1-302) to be current (pages 4-6).	Todd Short

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
49	11/2/15	Added We Care website information to section Violence Prevention Programs for Students (page 8).	Todd Short
50	11/2/15	Added language (situations involving intimate partner violence) to section Members of the Campus Community Who Have Filed an Order of Protection (page 13).	Todd Short
51	10/26/16	Added Sexual Discrimination, Sexual Harassment, and Sexual Misconduct annual training requirements (page 8).	Todd Short
52	10/26/16	Added Sexual Discrimination, Sexual Harassment, and Sexual Misconduct annual training requirements (page 11).	Todd Short
53	10/26/16	Fixed updated URL (page 15).	Todd Short
54	10/26/16	Fixed updated URL (page 16).	Todd Short
55	10/26/16	Updated "Response to Suicide Threats and Attempts Among Faculty, Academic Professionals and Staff" (page 18).	Todd Short
56	10/26/16	Updated Attachment F "Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois Urbana-Champaign" to the current version.	Todd Short
57	10/26/16	Replaced Attachment G "Staff Procedures for Students in Need of Mental Treatment" with "Sexual Misconduct Policy" per the Dean of Students.	Todd Short
58	10/19/17	Updated all references to Faculty/Staff Assistance Services & FSAS to reflect their current name.	Todd Short
59	10/19/17	Updated all references to University Housing to reflect their current name.	Todd Short
60	10/19/17	Page 6: Deleted Section IV D as it is no longer applicable.	Todd Short
61	10/19/17	Updated examples for thresholds for all sections.	Todd Short
62	10/19/17	Updated Attachment F – Nondiscrimination Policy to new version.	Todd Short
63	10/19/17	Updated Attachment G – Sexual Misconduct Policy to new version.	Todd Short

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
64	10/1/18	Record of Changes moved to Appendix A.	Todd Short
65	10/1/18	Distribution List of CVPP Recipients moved to Appendix B.	Todd Short
66	10/1/18	Added Forward (separate from Letter of Promulgation).	Todd Short
67	10/1/18	Rewrote Behavioral Intervention Team.	Todd Short
68	10/1/18	Rewrote Threat Assessment Team.	Todd Short
69	10/1/18	Rewrote Training section.	Todd Short
70	10/1/18	Rewrote Policies Related to Violence Prevention and/or Response.	Todd Short
71	10/1/18	Rewrote Units Responsible for Violence Prevention and/or Response.	Todd Short
72	10/1/18	Rewrote University Programs and Resources Related to Violence Prevention and/or Response.	Todd Short
73	10/1/19	TAT updated meeting schedule to weekly, reporting line now through Chancellor, and new off hours phone number.	Todd Short
74	10/1/19	BIT added to their Training information.	Todd Short
75	10/1/19	Add McKinley's new assessment tool to Programs & Resources.	Todd Short
76	10/1/19	Updated TAT sections.	Todd Short
77	10/1/20	Updated promulgation letter.	Jason Heimbaugh
78	10/1/20	Updated document responsibility.	Jason Heimbaugh

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
79	10/1/20	Updated CVPC roster.	Jason Heimbaugh
80	12/13/21	Minor edits and formatting changes throughout.	Jason Heimbaugh
81	12/13/21	Updated Campus Violence Threat Assessment Policy.	Sherry Wooten
82	12/13/21	Updated University Housing Staff Education section.	Trish Anton
83	12/13/21	Updated sections of Behavior Intervention Team and Title IX Office.	Justin Brown
84	12/14/21	Updated OSCR section.	Justin Brown
85	12/23/21	Updated final formatting for signature.	Jason Heimbaugh

## **Appendix B – Distribution of CVPP**

The CVPP will be made available to the campus community via the Division of Public Safety's website (<https://police.illinois.edu>). The CVPP will also be linked to the following websites: Office of the Dean of Students (<https://www.odos.illinois.edu>), Illinois Human Resources (<https://humanresources.illinois.edu>), and the Faculty/Staff Assistance Services (<https://www.fsap.illinois.edu>).

The CVPP can always be found at: <https://go.illinois.edu/cvpp>