Harassment, Threats & Potential Violence on Campus

Harassment, threats and violent behavior are unacceptable and will not be tolerated. All reports of harassment, intimidation, threats and physical violence will be investigated and responsible individuals will be referred to the appropriate reporting avenue for violations of the harassment policy, Community Standards Committee, Human Resources, and/or prosecution.

Understanding how to respond to all Emergency Procedures will assist the DePauw community in making clear and well informed decisions in the event of an emergency. Proactive planning for emergencies may include steps such as:

- Consider that while infrequent emergencies including violence can occur at DePauw
- Plan possible responses
- Learn about ways in which warning signs are expressed by potential aggressors
- Know that early reporting is a valuable tool in prevention and intervention

Every potentially violent situation is different! Each person on campus must rely on his/her best judgment and evaluate the situation to the best of their ability based on the information available at the time and respond accordingly. Utilize the following information to be prepared. Safety on campus is everyone's responsibility.

**Harassment**

Situations in which a person is receiving harassing communications and/or unwanted attention, such as personal visits, stalking or other forms of physical harassment may be a scenario for potential violence on campus. In the event that you are being harassed or know of a harassing situation:

- Do not tolerate verbal or physical harassment from anyone.
- Do not ignore the behavior in hopes that it will stop. Students, Faculty and staff should report concerns to Public Safety by calling 765-658-4261.
- Do not give out personal information via personal websites
- Do not give out other's information when requested by unfamiliar subjects
- If you have a civil order of protection ("No Contact Order" or "Restraining Order") issued by a court, notify Public Safety and provide a copy of the order
- Learn more about DePauw University's Harassment Policy
- Public Safety can assist anyone in the DePauw community with developing a safety plan and accessing the need to alert the campus of potential violence
Suspicous Persons

Suspicous persons on campus may also be a scenario in which violence on campus may occur. In the event that you encounter an individual on campus that just doesn't fit, seems out of place or exhibits suspicious behavior (walking aimlessly, starring, etc.) notify Public Safety immediately by dialing either 911 or Public Safety at 765-658-4261.

If non-threatening, you may also:

- Establish eye contact and ask if you can help him/her. They may be a visitor or be in need of assistance.
- Do not give access to a building or office that is locked or restricted.
- Keep a safe distance and do not physically confront anyone
- Make a mental note of the description of the person, for example:
  - gender
  - age
  - race
  - weight
  - height
  - clothing
  - noticeable skin markings, tattoos or scars
  - direction of travel

 Threats

Treat all threats or rumor of violence as serious. Call 911 in instances where you are in immediate danger or if you observe a weapon, are informed of someone that has a weapon on campus, or if you are told of someone's intent to bring a weapon to campus.

Again, every potentially violent situation is different! Each person on campus must rely on his/her best judgment and evaluate the situation to the best of their ability based on the information available at the time and respond accordingly. Safety on campus is everyone's responsibility.

Hostile Confrontation

You may be confronted by a hostile or disgruntled individual that may or may not be armed. Individuals that are not allowing others to leave an area and/or threatening violence are certainly scenarios in which violence may occur. In these types of situations:
Harassment, Threats & Potential Violence on Campus

- Remain as calm as possible
- Be cooperative and patient, time is on your side
- Offer to listen, but don’t judge or argue with their perceptions
- Treat each concern as important and valid. A person in crisis will only respond to someone who is willing to listen in an understanding, respectful, and non-judgmental way
- Maintain polite eye contact
- Keep gestures and body language open and non-threatening. Use a low soft, slow voice when you speak. Ask or tell the person before you make any moves.
- Be truthful; to lose credibility can be catastrophic. Assure the person you will do everything you can to resolve his/her grievances in a fair manner.
- Ask the aggrieved party to suggest a solution. A person in crisis will be more accepting of a solution that he/she has helped formulate.
- Always look for a way to give the aggrieved party to retain their dignity
- Be observant. Note as much as possible about the aggressor, including type and number of weapons, state of mind and specifics about what they’ve said. In the event that you are released or escape this information will be helpful for the emergency personnel.

If you hear gunshots or witness an armed person:

- Isolate yourself and others from the suspect. Close, lock and barricade doors if possible and lie on the ground. If you are in an open space, hide to the maximum extent possible. Get behind something solid (a wall, desk, etc.)
- If it is safe to do so, call 911 and provide as much detail as you can.
- Follow instructions of emergency personnel that will be responding to the area, but do not expose yourself or others until you are notified by police that the danger has passed. Do not assume that the danger is over.

Public Safety Response

Our Critical Incident Command structure is modeled on the National Incident Management System (NIMS). This protocol is designed to ensure that agencies and jurisdictions work together to address emergency situations. Staff members in public safety, facilities services have been trained under NIMS response procedures. This enables a unified and efficient response with local emergency services. We are fortunate that we have never faced a situation such as Virginia Tech; however our process has been effective in the past when responding to situations such as the rare bomb threat, fire or weather emergency. When there has been a concern on campus we have used a variety of resources to communicate alerts, including SMS text messages, e-mail blasts, public address and our campus media resources.