

Workplace and Campus Violence Protocol

I. Introduction

The safety and security of Bridgewater State University, students, faculty, staff, and guests is of the utmost importance. Threats, threatening behavior, acts of violence, or any related conduct that disrupts an individual's work performance, educational activities, or the university's ability to execute its mission will not be tolerated.

II. Protocol

Reporting an Imminent Threat

In cases of imminent threat, contact the BSU Police Department by dialing 911 from any university telephone, or 508-531-1212 from a cellular phone.

Threat Response Generally

Any person who makes threats, exhibits threatening behavior, or engages in violent or disruptive acts on university property may be removed from the premises pending the outcome of an investigation. For the purposes of this protocol, the term "threats" includes menacing statements made via telephone, fax, electronic or conventional mail, or any other communication medium.

Weapons

Weapons are prohibited on university property. (See Bridgewater State University Weapons and Firearms Policy, published in the *Student Handbook*.)

Violations of this Protocol

Violations of this protocol by a Bridgewater State University student or employee may lead to arrest and prosecution, and disciplinary action that may include suspension or dismissal.

If the source of such inappropriate behavior is a member of the public, the response may include arrest and prosecution of the person involved, barring the person from university premises, and termination of any business relationships with that individual.

Reporting Non-Imminent Threats

Students, employees, and guests are responsible for notifying the BSU Police Department as soon as practicable of any threats they have witnessed, received, or have been told that another person has witnessed or received, whether or not imminent.

Employees should also report any behavior they have witnessed which they regard as threatening or violent when that behavior is job related or might be carried out on university property.

Retaliation is prohibited against anyone who reports a concern in good faith or who cooperates with an investigation. Filing of false claims of threat or violence is similarly prohibited.

Reporting Other Concerning Behaviors

Behavior that is disturbing or that may indicate a risk to the health and safety of a student or the community – but which does not constitute an actual threat – may be referred to the Bridgewater State University Care Team rather than the BSU Police Department.

The primary goal of the Care Team is help create and maintain a safe campus environment, conducive to student learning, by identifying potentially dangerous, violent or threatening student behaviors, and by referring these to appropriate departments or authorities for action. (See a full description of the BSU Care Team, published on the university's web page.)

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WORKPLACE & CAMPUS VIOLENCE PROTOCOL CHECKLIST

AN ACTUAL THREAT, WHETHER IMMINENT OR NON-IMMINENT, HAS BEEN REPORTED TO THE BSU POLICE DEPARTMENT, OR

BEHAVIOR THAT IS DISTURBING OR THAT MAY INDICATE A RISK TO THE HEALTH AND SAFETY OF A STUDENT OR THE COMMUNITY – BUT WHICH DOES NOT CONSTITUTE AN ACTUAL THREAT – HAS BEEN REFERRED TO THE BRIDGEWATER STATE UNIVERSITY CARE TEAM.

THE POLICE DEPARTMENT OR CARE TEAM HAVE TAKEN ACTION APPROPRIATE TO THE SITUATION.

IF APPROPRIATE, THE COMMUNITY HAS BEEN ADVISED OF THE INCIDENT AN APPLICABLE FOLLOW-UP ACTIONS.