



Campus Administrative Policy

Policy Title: Anti-Violence Policy

Policy Number: 4005

Functional Area: Human Resources

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Supersedes: Anti-Violence Policy (October 21, 2011)

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Applies to: CU Anschutz Medical Campus
CU Denver Campus

A. Introduction

The University of Colorado strives to maintain an environment free of intimidating, threatening, or violent behavior, including but not limited to, verbal and/or physical aggression, attack, threats, harassment, intimidation, or other disruptive behavior in any form or by any media, which causes or could cause a reasonable person to fear physical harm by an individual(s) or group(s) against any person(s) and/or property. This policy is not intended to regulate the content of an individual's speech but is instead meant to address the manner in which individuals behave. This policy applies to academic, administrative, research, and service departments, programs, activities and/or services wherever CU Denver Campus and CU Anschutz Medical Campus business is conducted, including extended studies and international locations.

B. Policy Statement

University employees, students, affiliates, and visitors who engage in prohibited behavior shall be held accountable under University policy and local, state, and federal law. Any employee or student who commits prohibited behavior may be subject to disciplinary action, up to and including, dismissal or expulsion, as well as arrest and prosecution. Any visitor or affiliate who commits or threatens to commit prohibited behavior may be subject to exclusion from campus, arrest, prosecution, termination of their business relationship with the University, and/or any other appropriate action.

Examples of prohibited behaviors may include any of the following behaviors that have the effect of causing a reasonable person to be in fear of harm to themselves or others, but are not limited to: (1) disturbing the peace by violent, tumultuous, offensive, or obstreperous conduct; (2) engaging in intimidating, threatening, or hostile statements or actions that unreasonably disrupts the work or learning environment, causes undue emotional distress to another, or creates a reasonable fear of injury to a person; (3) making gestures that convey threats; (4) or using fighting words; (5) uttering ethnic, racial, or sexual epithets; (6) making threatening comments about, or references to, violent events and/or behaviors; (7) waving fists, pushing, stalking, bullying, hazing; (8) destroying personal property in the workplace; (9)

destroying university property; (10) physically assaulting or attacking persons or property; (11) throwing objects at persons or property; (12) engaging in vandalism, arson, or sabotage.

With regard to firearms, explosives and other dangerous or illegal weapons on or within any University of Colorado campus, leased building or areas where such possession interferes with the learning and working environment of the University of Colorado, please refer to [Regent Policy 14.I, Weapons Control](#), and the forthcoming Campus Policy on Weapons Control.

C. Reporting Procedures

1. Emergency or Life-Threatening Situations

In the case of an emergency or life-threatening situation, immediately call 911. A call to 911 will go to the appropriate Campus, City, or County law enforcement agency. **A call to 911 from any campus telephone automatically registers the location of the telephone on which the 911 call was placed, even if no words are spoken.**

If calling from a cell phone on the Anschutz Medical Campus, please contact University Police at (303) 724-4444 or use Safe Zone to report the emergency situation. If calling from a cell phone on the Auraria Campus, please call Auraria Campus Police at (303) 556-3271. The AHEC Text-A-Tip number can also be a reporting avenue: 720-593-TIPS (8477).

2. Non-Emergency Situations

In all other situations, notify [the Faculty and Staff Threat Assessment \(FaST\) team at](#) (303) 315-0182 or the CARE Team at (303) 724-8488 at CU Anschutz Medical Campus or (303) 315-7306 for CU Denver Campus. The FaST Team will engage other departments as appropriate, including Human Resources.

3. Responsibility to Report

Anyone witnessing or receiving a report of prohibited behavior, or unauthorized possession, display or use of any unauthorized

weapon shall immediately notify the appropriate authority, as listed above. Any supervisor who fails to make such a report shall be subject to corrective/disciplinary action.

The Workplace Violence Incident Report Form will be used by Human Resources and University Police to document each alleged violation of this policy. Copies of the form are available on the [Human Resources website](#).

4. Non-Retaliation and Confidentiality

To the extent possible, no adverse action will be taken against anyone for truthfully reporting a violation of this policy. Further, every effort will be made to protect the confidentiality of all personal identifying information provided in reports of violations of this policy.

D. Disposition OF ALLEGATIONS; FaST Team and CARE TEAM Role and Teams' Training

1. Disposition

All reports of threatened, potential, or actual violent behavior or unauthorized possession, display or use of any weapon will undergo inquiry and be verified, documented, and confronted.

2. CARE Team

When it is alleged that a student has violated this Policy by engaging in threatening, potential, or actual violent behavior or unauthorized possession, display or use of any weapon, the CARE Team will investigate such reports for threat assessment, if necessary. The CARE Team will then refer recommended actions to the student's school or college for potential sanctions as part of the relevant school or college's student conduct process. The following units will assign individuals to serve as representatives to the CARE Team:

- Case Management
- Campus Student Affairs Office and/or Conduct Office
- Student Affairs for one School or College on a rotating basis

(CU Anschutz Medical Campus)

- University /AHEC Police
- University Counsel
- Office of Equity
- University Housing & Dining (CU Denver Campus)

3. FaST Team

HR will investigate reports regarding prohibited behavior or possession, display, or use of any unauthorized weapon, and coordinate the University's response to violent behavior. When determined to be necessary by Human Resources, or University Police if the situation involves a Human Resources employee, a report will be referred to the FaST Team for threat assessment. The following units will assign individuals to serve as representatives to the FaST Team:

- Human Resources
- University Police
- University Counsel
- Office of Equity
- Auraria Police
- A licensed psychiatrist from the Department of Psychiatry
- Faculty with scholarly and applied expertise in workplace behavioral issues

4. Training

All members of the FaST Team and the CARE Team will participate in training provided by the National Behavioral Intervention Team Association (NABITA).

The University encourages the training of all employees, students, and affiliates in this area. Please contact [Human Resources](#) for more information.

Notes

1. Dates of official enactment and amendments:

September 1, 2005: Adopted

October 21, 2011: Revised

June 2, 2021: Revised

2. History:

June 2, 2021: Updates to the name, as well as the composition, of the team responsible for addressing reported violations of this policy

February 1, 2019: Modified to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university.

July 1, 2021: Updates to the name, as well as the composition, of the team responsible for addressing reported violations of this policy.

Revised to ensure compliance with Regent Policy 14.I, Weapons Control and Colorado laws.

3. Initial Policy Effective Date: September 1, 2005

4. Cross References/Appendix:

- Regents Policy 4.I