

Policy Title: Violence-Free Campus

Policy Summary: Prohibition of Threatening Behavior or Physical Violence on Campus

Policy Category: Safety, Health & Security

Policy Owner: Public Safety

Policy Summary

Policy expressly prohibits threatening behavior and physical violence on university premises and during university-sponsored events.

Purpose

Drake University is committed to a safe and secure campus for all members of the university community and those who visit the university.

Scope

This policy prohibits threatening behavior and physical violence by students, employees, and all campus visitors on university premises and during university-sponsored events.

Policy

Threatening behavior and physical violence impede the goal of providing a safe living, learning, and working environment. Such conduct is contrary to the mission of the University and will not be tolerated.

The university will employ useful management strategies to identify and prevent incidents of campus and workplace violence, reduce the effects of violence on victims, and provide consequences to those who threaten or perpetrate violence.

University managers, employees, students, and visitors should report indications of possible threatening behavior and all acts of physical violence. The university will not tolerate retaliation against those reporting such concerns.

Prohibited conduct includes, but is not limited to:

- Intentionally injuring another person physically;
- Engaging in verbal or physical behavior that creates a reasonable fear of injury to an identifiable person;
- Intentionally engaging in verbal or physical behavior that subjects an identifiable individual to extreme emotional distress;
- Engaging in threatening or violent behavior based on race, ethnicity, gender, sexual orientation, or other protected status;
- Defacing or damaging property;

- Threatening to injure an individual or to damage property;
- Committing injurious or threatening acts related to sexual assault, stalking, dating or domestic violence or sexual harassment;
- Brandishing a weapon or firearm (in violation of Drake's policy prohibiting weapons on campus); and
- Retaliating against any person who, in good faith, reports a violation of this policy or seeks help in addressing concerns arising under this policy.
- Threatening behavior including through social media towards any member of the Drake community.

Where the behavior may fall within the scope of this Policy and the university's policy prohibiting sexual harassment (*e.g.*, sex and/or gender-based stalking, intimate partner violence, etc.), it will be addressed under the sexual harassment policy and applicable related procedures.

Notification

Should a violent act occur and/or you need immediate assistance, call 515-271-2222 or 911.

Anyone who observes an individual engaging in threatening behavior or physical violence should immediately contact the Department of Public Safety (515.271.2222). Law enforcement should also be contacted if concern exists regarding physical harm from weapon(s).

Violations

As with the violation of any University policy, violations of this policy may result in disciplinary measures for employees or students, and prohibitions on entering University property for third parties. Violations may also be referred to federal, state, and/or local authorities, as appropriate.

Last Review Date: January 2023

Effective Date: January 2023