



SAFE CAMPUS COMMUNITY



Your Right to Safety

Oct. 2007

Every member of the University community has the right to study, work and conduct his or her activities in an environment free of violence. The University is committed to providing and maintaining such an environment through policies, resources, regulations, educational programs and community support.

Violence is a shared concern and as such The University of Western Ontario will not tolerate violence, threats, use or intimidating use of a weapon or physical conduct by a person which results in harm or ought reasonably have been known would cause harm to person(s), or property.

Early intervention can prevent escalation. This program provides information on ways to **identify and prevent** violence and potential violence from occurring and ensure individuals know how to **effectively respond** as outlined in the **violence continuum below**.

Identify	Prevent	Respond	Resources
<p>A – ALERT Risk Low: Creates Anxiety <i>Behaviours of Concern:</i> Disruptive & Aggressive Verbal Abuse, Bullying Harassing Conduct Emotionally Abusive</p>	<p>Broadly communicate and reinforce standards of behaviour. Utilize resources.</p> <p>Conduct Risk assessments through CPTED. Intervene when people send “signals” that they are at risk of “losing their cool” with others.</p> <p>Seek resources for stress/ anger/ depression counseling before behaviour escalates.</p>	<p>Action: If behaviour occurs, stay calm and de-escalate. Faculty/ Dept. intervene quickly. Separate conflicting parties. Assess further risk; report; seek support to deal with current situation and prevent repeats. Document incident. Investigate & Follow-up</p>	<p>Support: Dean, Chair, Department Head, USC, SDS, Equity and Human Rights, HR, Registrar, Health & Counselling Services, EAP, Housing, Union; Campus Police 911 when there are personal safety concerns, potential danger or Code of Student Conduct violations</p>
<p>B – CAUTION Risk Low to Moderate: Personal Safety Concerns <i>Threatening Behaviour:</i> Hostile, Intimidating, Frightening Aggressive outbursts Threats, either verbal or written</p>	<p>Broadly communicate and reinforce standards of behaviour.</p> <p>Conduct Risk assessments through CPTED. Intervene when people send “signals” that they are at risk of “losing their cool” with others Suggest people seek resources for stress/anger/ depression counseling before behaviour escalates. Utilize resources.</p>	<p>Action: If behaviour occurs, stay calm and de-escalate. Faculty or Dept. intervene quickly. Ensure physical safety. Report; assess, analyze, seek support.</p> <p>Document incident. Investigate & Follow-up</p>	<p>Support: As above: Campus Police will investigate, assess risk, help establish a safety plan (may involve a Trespass Notice), work with Registrar & Legal Services if dealing with a student; or with HR and Faculty for employees.</p>
<p>C – DANGER Risk High: Safety is at Risk <i>Physical Injury:</i> Weapons Threat, Physical Assault, Pushing, Hitting, Kicking, Punching Threat to Injure self or others</p>	<p>Report personal safety concerns. Early intervention to reduce escalation.</p> <p>Educate all students, staff, faculty on diffusing procedures and safe responses. Incident investigation and accountability.</p>	<p>Action: If behaviour occurs, avoid escalation; Call 911 from any campus phone.</p> <p>Seek safe location, report incident within your faculty or department.</p>	<p>Support: Campus Police 911; SERT, EMS, OHS, HR, Housing; CCPS will follow up in Criminal Cases and for Code of Student Conduct violations</p>
<p>D – EMERGENCY Risk Imminent: Immediate Danger <i>Potential Death:</i> Shooting, Stabbing Beating, Choking Use of Weapon, Threat to kill</p>	<p>Establish safety procedures and safe locations Educate all students, staff, faculty on procedures, safe responses and safe locations</p> <p>All incidents will be thoroughly investigated with appropriate follow-up and review.</p>	<p>Action: If behaviour occurs, avoid escalation; Call 911 Seek shelter where you are; lock doors, avoid windows; evacuate public areas. The Incident Commander will communicate next steps. STAY SAFE</p>	<p>Support: Campus Police 911; SERT, EMS, OHS, ERT, London Police; Campus Police will follow up in Criminal Cases and for Code of Student Conduct violations. HR and EAP will be involved with employees.</p>

DEFINING VIOLENCE

Violence Continuum

Violence refers to a broad range of behaviours along a spectrum of severity that can generate concern for personal safety and/ or personal injury. At the low end of the spectrum are disruptive, aggressive, harassing or emotionally abusive behaviours that generate anxiety or create a climate of distrust that adversely affect process, productivity and morale. Further along the spectrum are words or other actions that are reasonably perceived to be hostile, intimidating, frightening, or threatening and generate a justifiable concern for personal safety. At the high end of the spectrum are acts of overt violence such as assault, pushing, shoving, hitting or physical actions that include weapons and serious physical attacks.

Violence

Broadly defined, is any incident or act of aggression that could result in injury to a person, or damage to property and includes abusive and threatening behaviour.

Safety and Confidentiality

An individual's confidentiality should be protected to the extent possible; however where there are personal safety concerns or personal safety is at risk, personal safety is the priority. Take action. Do not avoid difficult situations or decisions. Consult resources for support and assistance.

Risk Assessment Steps

If a personal safety concern exists, report, gather data, analyze, assess options and take action to prevent escalation. Understand and use resources to support decisions such as conferring with a Faculty Chair or Department Head, Registrar, Human Resources, Equity and Human Rights Services, Legal Counsel or Campus Police.

Prevention Options

Prevention initiatives include risk assessments, environmental considerations, early intervention, diffusing techniques, remaining calm, showing respect, active listening, facilitation, safety/ security measures and programs, legal measures, medical/ mental health treatment, consequences tied to thorough fact finding, and modifying employment status and/ or privileges. University resource and victim services are noted below.

Resource Services	Equity Services	83334	Housing	83547
	Human Resources	80300 - 84742 - 80263	Occupational Health & Safety	84742 - 85578 - 88730
	EAP	519-433-0700	Registrar	82120
	USC	83574	Health & Counselling Services	84730
	Campus Police	911 or 83300	SDS (Psychological)	83031
			SERT	83300

Legend

CCPS	Campus Community Police Service	Special Constables approved by the Ministry and appointed by London Police Board
911	Emergency	Contact Campus Police through any of the 8000 black office phones on campus
I/C	Incident Command	Emergency Response Team leader in major emergencies
CPTED	Crime Prevention through Environmental Design	CPTED/Safety courses and Safety/Security assessments (audits) by Campus Police
SERT	Student Emergency Response Team	dispatched by Campus Police radio to injured/ ill persons on campus
EMS	Emergency Medical Services	contacted by Campus Police Communications Operators
ERT	Emergency Response Team	dispatched by Campus Police & includes leaders in Police, Fire, OHS, HAZMAT, PPD
OHS	Occupational Health and Safety	part of the Emergency Response Team
EAP	Employee Assistance Program	professional confidential counselors – post traumatic stress counseling - contact by HR
HR	Human Resources	contacted by the individual, faculty, department, Campus Police
SDS	Student Development Services	provides counseling and crisis intervention for Western Students
USC	University Student's Council	USC will provide advice, direction and support