

WASHINGTON ADVENTIST UNIVERSITY DEPARTMENT OF PUBLIC SAFETY Crime Prevention and Violence Control Programs	APPLICABILITY: ALL UNIVERSITY AREAS		
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	TITLE: Campus Stay Away Order		

PURPOSE

Washington Adventist University (WAU) is dedicated to the well-being and personal safety of students, faculty, employees and visitors. WAU has adopted this zero-tolerance policy which strictly prohibits campus violence. Acts of violence and/or threats of violence, whether expressed or implied toward any individual(s) on the WAU campus, are prohibited and will not be tolerated. All reports of such incidents will be taken seriously and will be addressed appropriately. This policy defines prohibited conduct, as well as general procedures and potential responsive steps in the event that campus violence occurs. Education related to violence prevention will begin at orientation and will also be provided as needed.

POLICY

This prohibition against implied or express threats and acts of violence (including domestic violence) applies to all WAU employees, contract and temporary workers, students, and anyone else on WAU property. Certain departments have implemented policies or procedures related to violence prevention and response. Those policies and procedures must be consistent with this policy.

All WAU employees, contract and temporary workers, and student workers who commit violence on campus will be subject to disciplinary action up to, and including, termination of employment or dismissal and will be directed to stay away from WAU. Violators may also be subject to criminal prosecution. WAU administration will decide whether its campus violence policy has been violated and whether preventive or corrective action is appropriate.

Additionally, if WAU employees, contract and temporary workers, or students are arrested for a crime of violence or threat of violence under any criminal code provision, WAU reserves the right to determine whether the conduct involved may adversely affect the legitimate business interests of WAU, or is inconsistent with WAU values, and as a result may implement corrective action up to and including discharge or dismissal. WAU employees, contract and temporary workers, and students arrested for such a crime must report the arrest immediately to WAU. Failure to do so is a violation of this policy and subjects such persons to disciplinary action, including termination from employment or dismissal.

PROCEDURE

I. Definitions

Campus violence is any conduct that is severe, offensive, or intimidating enough to cause an individual to reasonably fear for his/her personal safety or the safety of others or property. Examples of campus violence include, but are not limited to, threats or acts of violence or behavior that causes reasonable fear or intimidation and that occur:

- On WAU campus, no matter what the relationship is between WAU and the perpetrator or victim of the behavior; or
- On any off-campus premises, where the perpetrator is someone who is acting as an employee or representative of WAU at the time, or is a WAU student, or where the victim is a WAU employee or student who is exposed to the conduct because of their affiliation with WAU, or where there is a reasonable basis for believing that violence may occur against the targeted employee, student or others at the WAU campus.

All reported incidents of violence or threats of violence will be taken seriously and investigated. WAU will decide whether its campus violence policy has been violated and whether preventive or corrective action is appropriate, up to and including termination or dismissal. WAU may consult with law enforcement authorities or other resources as it deems appropriate, and may require a fitness for duty examination or other professional assessment through providers chosen by WAU to determine whether a perpetrator presents a threat to himself/herself or others at the campus.

II. Reporting

- In the event that an employee believes that a threat or act of violence has been made against that employee or others, the employee must report the details immediately to his/her supervisor, manager, Human Resources, and/or Department of Public Safety (DPS) anytime at 301-891-4019.
- In the event that a student believes that a threat or act of violence has been made against that student or others, the student must report the details immediately to his/her dean's office, and/or the VP for Student Life (301-891-4525; 301-891-4110), and/or DPS at 301-891-4019.
- An immediate response to 9-1-1 call to police may be appropriate first; therefore it is up to the good judgment of the employees or managers involved to decide. Nothing in this policy is intended to prevent quick action to stop or reduce the risk of harm to anyone, including requesting immediate assistance from law enforcement or emergency response resources.
- Failure to report any threats or acts of violence in violation of this policy is itself a violation, and may subject WAU personnel, contract and temporary workers, students, and anyone else subject to this policy to discipline, up to and including discharge or dismissal.
- Retaliation against anyone for reporting in good faith an actual or suspected violation of this policy will not be tolerated and will subject the individual engaging in the retaliation to discipline, including termination from employment or dismissal. Any complaints about retaliation may be reported in the same manner as violations of this policy are to be reported.

III. Stay Away Orders

WAU reserves the right to seek stay away orders against any person(s) who violates this policy to the fullest extent allowed by law. In such situations, WAU has an interest in assisting any student or employee who reports incidents of actual or threatened campus violence to obtain a

stay away order, including one that may apply to the campus. WAU employees, contract and temporary workers, and students who are targeted by the perpetrator may be asked to work with WAU to obtain such an order against that perpetrator. Likewise, WAU employees, contract and temporary workers, and students who have previously sought a stay away order against a perpetrator and/or are protected by an existing stay away order must immediately:

- Notify WAU employees (e.g. Student Life, your supervisor, or Human Resources), of the existence of any such order and provide a copy of the order to the Managing Director of Public Safety.
- Notify WAU Security of any violations or attempted violations of the order.
- Notify WAU Security of any changes to the order.
- Notify WAU Security of the order being lifted.

IV. Confidentiality and Safety

These provisions on campus violence are intended to protect the safety of all students and employees, and are in no way intended to infringe on a student's or an employee's privacy. The primary goal of this policy is to encourage an open, ongoing dialogue with the affected student or employee, and those within the WAU community who need to know so that WAU can take reasonable steps to ensure campus safety. WAU's goal is to handle all situations with the utmost sensitivity while meeting the goal of campus public safety.

V. Avoiding Endangerment

Unfortunately, victims of violence may sometimes be uncooperative with WAU attempts to protect them and others on campus. For instance, victims may decide not to tell WAU about threatened or actual domestic violence that may follow the victim onto the campus, or they may engage in behaviors that either provoke or continue the threat of such violence. These behaviors by the victim endanger not only the victim, but also others at the campus. In such situations, WAU reserves the right to take corrective action against a victim of campus violence whose activities, or lack thereof, increase the risk of threatened or continued acts of campus violence, up to and including termination from employment or dismissal from an academic program.

This aspect of the WAU policy is not designed to punish the victim, but is necessary to protect all WAU employees, contract and temporary workers, and students from the increased threat posed by endangering behavior.

WAU employees shall always be observant of their surroundings, including individuals who may exhibit behaviors which are warning signs of potential workplace violence. Examples of some behaviors include:

- a new/obsessive fascination with weapons
- expressing an obsession with one person
- withdrawing or becoming isolated, holding a grudge
- sudden demonstration of performance or attendance problems
- expression of extreme desperation over financial, legal, or relationship issues, or

- association with hate or extremist groups.

WAU employees shall immediately contact DPS, Human Resources, or their immediate supervisor if such behaviors are identified.

VI. Search Policy

WAU reserves the right to conduct workplace inspections at anytime, with or without notice, upon reasonable suspicion, for purposes of enforcing this policy.

VII. Examples

Examples of conduct that may be considered threats or acts of violence under this policy include, but are not limited to, the following:

- Threatening physical or aggressive contact directed toward another individual or engaging in behavior that causes a reasonable fear of such contact.
- Threatening an individual or his/her family, friends, associates, or property with physical harm or behavior that causes a reasonable fear of such harm.
- Intentional destruction or threat of destruction of WAU's or another's property.
- Harassing or threatening physical, verbal, written, or electronic communications, including, phone calls, emails, letters, faxes, website materials, diagrams or drawings, gestures and any other form of communication that causes a reasonable fear or intimidation response in others.
- Stalking, defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.
- Veiled threats of physical harm or intimidation or like statements, in any form, that lead to a reasonable fear of harm or an intimidation response.
- Communicating an endorsement of the inappropriate use of firearms or weapons of any kind.
- Possessing weapons of any type, whether licensed or not, particularly firearms, while on campus. The only exception is local, state, and federal law enforcement officers acting in the line of duty.
- Domestic violence, which is a pattern of coercive tactics carried out by an abuser against an intimate partner (the victim). These coercive tactics can be physical, psychological, sexual, economic, and/or emotional. Where the abuser's tactics include any of the above-described conduct on WAU's campus, this policy applies. Where such tactics include any of the above-described behaviors off of WAU campus, this policy applies. Where the abuser is someone who is acting as an employee or representative of WAU at the time, where the victim is an employee, contract or temporary worker, or student who is exposed to the conduct because of their affiliation with WAU, or where there is a reasonable basis for believing that violence may occur against the victim or others at the campus, this policy applies. The term "intimate partner" includes people who are legally married to each other, people who were once married to each other, people who have had a child together, people who live together or who have lived together, and people who have or have had a dating or sexual relationship, including same sex couples.

VIII. Prevention

WAU has systems and processes in place to mitigate risks associated with workplace violence including the following:

- On site campus security team which patrols campus buildings 24/7 and is available as an immediate resource to respond to identified threats. The WAU security team works in collaboration with federal, state, and local law enforcement agencies as appropriate.
- Deploying security technology as a means of prevention including security cameras, panic alarms, and restricting access to key doors through ID card access.
- Students, faculty, and staff are trained on workplace violence policies and how to prevent and respond to workplace violence incidents should they occur.
- Periodic risk assessments are completed to assess the potential for workplace violence and guide the organization on how workplace safety and security can be enhanced. This includes the monitoring the frequency of workplace violence incidents and complaints over time.

Appendix A
Stay Away Order

[DATE]

[NAME]

[ADDRESS]

[ADDRESS]

SUBJECT: STAY AWAY ORDER

Dear [NAME],

I am writing to confirm that you are prohibited from having contact with [NAME] other than that which might be necessary for your academic pursuits at this University. This directive is effective immediately.

Specifically, you are to have no direct or indirect contact with [NAME]. This would include contact of verbal, written, electronic, or any other means. You may not contact [NAME] indirectly or directly through friends or other people.

Any contact initiated by you directly or indirectly will be considered a violation of this order and will result in community standards action.

This action is not to be interpreted as a finding of any violation of any University policy, is not a disciplinary sanction, and does not preclude any disciplinary action from being taken as a result of any past interactions.

You may appeal this decision in writing to the Vice President of Student Life.

This Stay Away Order remains in place until it has been terminated, in writing, by the Office of Student Life following a determination that the arrangement is no longer warranted or necessary.

Please contact me at (301)891-4019 if you have any further questions.

Sincerely,

John Meier
Lieutenant of Public Safety
Department of Public Safety