

DE PAUL UNIVERSITY

CAMPUS VIOLENCE PREVENTION PLAN

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Methods of Distribution

The Plan shall be distributed in its entirety to the University community and to the public via the website of DePaul's Public Safety Office. This Plan shall also be available to the University community as an exhibit to the University Policy entitled "Threat Assessment."

Change Register

- Plan created, April 28, 2010
- Minor revisions, February 22, 2011
- Minor revisions, February 22, 2013
- Minor revisions, September 18, 2013
- Minor revisions, December 2, 2016
- Minor revisions, September 14, 2021

UNIVERSITY POLICIES

DePaul has a number of existing policies that that address issues associated with violence prevention. Summaries of several of these policies are provided below. All University policies are available in their entirety on the [University Policies & Procedures web site](#), as well as in the [Code of Student Responsibility](#), [Undergraduate Student Handbook](#) and [Graduate Student Handbook](#).

Anti-Discrimination & Anti-Harassment Policy & Procedures

In accordance with DePaul's Vincentian values, its role as an educational institution, and both federal and state law, the University condemns any form of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, sexual orientation, national origin, age, marital status, parental status, family relationship status, physical or mental disability, military status, or other status protected by local, state, or federal law in its employment or its educational settings. Any staff member, faculty member or student found to have engaged in such conduct is subject to disciplinary action, up to and including discharge and/or expulsion. The University further condemns any acts in violation of this policy involving third parties, including visitors, guests and agents, representatives and employees of suppliers or contractors, and will take violations of this policy by such parties into consideration in the awarding of contracts and the future conduct of business.

Crime Prevention Policy

This policy establishes that employee and student identification cards, public safety messages and reporting of lost or stolen keys are used to prevent crime on campus.

Crime Reporting and Clery Act Compliance Policy

This policy establishes the University's procedures and practices for crime reporting and disclosure in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act for employees and students.

DePaul Public Safety officers will report all felonies and serious misdemeanors, which are reported to them or they observe or view, to the Chicago Police Department ("C.P.D") via 911 as soon as possible, regardless of whether the victim/complainant refuses to cooperate in the investigation or has a change of mind about reporting the crime. If the victim/complainant leaves the scene and/or refuses to talk to the Chicago Police or DePaul Public Safety, the Public Safety reports should indicate so and Jane and/or John Doe can be substituted if names are not known. The supervising Public Safety officer will also be notified and report to the scene to assist in the investigation.

Criminal Background Checks

This policy outlines the procedure for criminal background checks that the university will perform on final candidates for employment. This policy enables the university to hire and retain the best qualified applicants and employees while continuing to promote a safe and fiscally responsible working atmosphere for the students, faculty and staff of DePaul University.

Threat Assessment & Reporting Policy

This policy provides guidance to students, faculty, and staff about how to recognize, address and report threatening, disturbing, or unusual behavior exhibited by members of the DePaul community. Any such behavior should be reported either in person or by telephone to DePaul Public Safety or, in case of emergency, to the Chicago Police Department by calling 9-1-1. Student behavior that does not constitute an emergency should also be reported to the Dean of Students Office as soon as possible. Employee behavior should be reported to Human Resources/Employee Relations. The Student Care Team (SCT), is charged with coordinating an appropriate response to reports of threatening, disturbing, or unusual behavior, particularly by students. In the interest of everyone's safety, students, faculty, and staff will be expected to cooperate with the SCT if assistance is requested in the course of an investigation.

Code of Student Responsibility (various sections)

Criminal and Civil Law Violations

Students must abide by all local, state, and federal laws. Any student who violates a local, state, or federal law is in violation of DePaul University policy.

Disorderly, Violent, Intimidating, or Dangerous Behavior to Self or Others

Students may not engage in behavior that threatens or harms, or that may reasonably be expected to threaten or harm, other people. Students may not engage in behavior that is dangerous, destructive, or disorderly.

Conduct that may violate this policy includes, but is not limited to:

1. Physically harming another person, either intentionally or by taking actions that creates a substantial risk of physical harm to another person.
2. Threatening to physically harm another person.
3. Causing significant emotional harm through bullying or other means.
4. Disrupting the peace.
5. Impeding the business operations of the University.
6. Obstructing emergency routes.
7. Failing to abide by emergency regulations and evacuation procedures.
8. Urinating or defecating in public view or public place.

Prohibition of weapons

Possession or use, or assisting in the possession or use, of any of the following items, including but not limited to, firearms, knives, clubs, ammunition, explosive devices, flammable liquids, taser guns, stun

guns, pepper sprays, mace, or other weapons on University-owned or –controlled property, is strictly prohibited by various local, state and/or federal laws and University policy. Students in possession of dangerous weapons or materials may be subject to immediate suspension and may face criminal or civil sanctions. Students are not to possess or explode any type of fireworks on University-owned or – controlled property unless authorized in accordance with city ordinances and approved in writing by the appropriate University officer.

Hazing

DePaul prohibits hazing, as defined under applicable laws. Hazing includes, but is not limited to, any action taken or situation created to produce mental or physical discomfort, embarrassment, ridicule or endangerment of a student or group of students for the purpose of initiation into, affiliation with, or admission to, or as a condition for continued membership in a group, team, club or other organization. Falsely leading an individual or individuals to believe that they will be inducted/initiated by participating in particular activities may also be considered hazing. Acceptance of the activity on the part of a new member or individual does not excuse sponsorship of the activity.

Examples of hazing include, but are not limited to: use/abuse of alcohol, paddling in any form, creation of excess fatigue, physical and psychological shocks, and morally degrading or humiliating games and activities. Other activities and requirements that should be planned with care so as to avoid hazing include wearing particular apparel or accessories; scavenger hunts/treasure hunts, and road trips.

Reasonable Directives from the University

A student may not disregard a reasonable directive, either verbal or written, from a University official or office acting in their official capacity.

Sexual Offense

DePaul University is committed to providing an environment that is free from all forms of discrimination and harassment, including sexual and relationship violence. Every member of the DePaul university community has the right to safety from the threat of sexual and relationship violence. Grounded in our commitment to valuing the dignity of all people, DePaul fosters a culture of respect and safety by implementing best practices in education, prevention, and holistic support and care. DePaul does not tolerate sexual and relationship violence and addresses incidents swiftly and equitably.

VIOLENCE PREVENTION PROGRAMS

In addition to its formal policies, DePaul offers the University community a variety of violence prevention programs throughout the academic year. As noted below, certain programs are regularly offered on an annual basis. Others are available by request. For more information about DePaul's violence prevention programs, please contact the Public Safety Office at (773) 325-7775.

Crime Prevention Programs

These programs offered by DePaul's Public Safety Office are based upon the dual concepts of eliminating and minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. The following is a non-exhaustive list of crime prevention programs and projects implemented by DePaul at its two Chicago campuses:

- **Escort Program** – On the Lincoln Park Campus, an escort service is provided, from 6:00 p.m. to 6:00 a.m., for persons walking from one campus building/parking lot to another campus building/parking lot.
- **Access to Residence Halls** – Access to secured Residence Halls is available to residents only via a key or card access system. The exterior doors to student residence halls remain locked 24 hours a day. Trained staff routinely monitor access to residence halls.
- **CAPS** – Chicago Alternative Policing Strategy (CAPS) meetings are held at the Lincoln Park Campus on a quarterly basis in coordination with the Chicago Police Department.
- **Architectural Design** – Outside security consultants and selected members of the Public Safety Department provide significant input into the design of all new and renovated campus facilities to coordinate physical and electronic security systems.
- **Crime Prevention media** – Crime statistics are published in the DePaulia weekly and available on line at <https://offices.depaul.edu/public-safety/crime-reporting-prevention/Pages/campus-crime-activity.aspx>.
- **Operation Virtual Shield** – DePaul regularly participates in the City of Chicago's Virtual Shield program to further enhance safety on campus.

Sexual and Relationship Violence Prevention Programs

Guided by DePaul University's Catholic, Vincentian Mission, the Office of Health Promotion & Wellness (HPW) and departments across the University offer a wide range of year-round services and programs to support survivors and provide education around sexual violence, dating violence, domestic violence, stalking, consent, healthy relationships and bystander intervention. Support and education is provided to the entire DePaul community - students, staff and faculty. The work is made possible through close collaborations between campus departments, student organizations, student leaders, students, community agencies and local law enforcement. Please see below for a representative list of programs

and services offered at DePaul University.

- **Bystander Intervention Training**

Bystander Intervention workshops offered by the Office of Health Promotion and Wellness teach potential bystanders safe and positive ways they can act to prevent or intervene when there is a risk for sexual or relationship violence. Workshops equip members of the DePaul community with the awareness, skills, and ability to challenge social norms that perpetuate sexual violence. Participants not only learn to make observations and recognize warning behaviors that may require intervention, they also learn the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

- **Don't Make a Move Without It**

“Don't Make a Move Without It” Campaign is aimed at reducing rates of sexual assault through highlighting healthy sexual relationships and the importance creating a culture of consent. Campaign will be conducted year-round both in person and on social media as well as to distribute educational material on consent and healthy relationships.

- **Online Educational Module**

Haven – Understanding Sexual Assault, is an online educational module created by EverFi to address sexual violence, relationship violence, stalking, and bystander intervention. All incoming students are expected to take this online module as part of their Discover or Explore Chicago curriculum.

- **University-wide Workshops for Students, Staff and Faculty**

Workshops ranging from 45 minutes to 2 hours are presented to small and large groups of students, staff or faculty. They cover a range of topics related to sexual violence, relationship violence, stalking, consent, healthy relationships, bystander intervention (more details above), how to support a survivor, reporting protocols, safer sex, etc. Workshops can be tailored to meet the particular needs of the audience.

- **Employee and Student Leader Trainings**

Groups such as Public Safety Officers, Residential Education staff, Dean of Students Office staff, University Conduct Board members and Advisors, and campus-wide student leaders and athletes receive yearly trainings on sexual violence, consent, relationship violence, stalking, bystander intervention, how to support survivors, reporting protocol, on- and off-campus resources, and DePaul's policies and expectations.

- **Peer Health Education Program**

The Office of Health Promotion and Wellness provides a peer health education program. The peer health educators are trained to provide educational programs to students on a range of health and wellness issues, including sexual and relationship violence, sexual health, stress and alcohol and drugs.

Domestic Violence / Intimate Partner Violence Prevention and Awareness Programs

- **University Counseling Services information about preventing and responding to [Intimate Partner Violence](#)** (Domestic Violence).

Intimate Partner Violence, also called domestic violence, battering or spouse abuse, is violence committed by a spouse, ex-spouse, current or former girlfriend or boyfriend. It can occur among heterosexual or same-sex couples. The violence can be physical, sexual and psychological in nature and includes verbal threats of physical or sexual violence against a partner and stalking a partner. University Counseling Services (UCS) offers affordable counseling to currently enrolled DePaul students. Undergraduate and graduate students are welcome. Services offered include individual, group and couples counseling.

- Since 2003, the DePaul University Libraries have housed the archives of the Illinois Coalition Against Domestic Violence (ICADV). ICADV is a private, not-for-profit corporation composed of member organizations throughout the state which are committed to the common goal of preventing and eliminating domestic violence by providing a statewide network of services and through exposing and educating about the roots of such violence.
- The Office of Health Promotion and Wellness has a comprehensive website with resources available on campus and in the community, including domestic violence resources at <http://offices.depaul.edu/student-affairs/support-services/health-wellness/sexual-relationship-violence-prevention/Pages/get-help.aspx>.

Other Related Educational Programs

- **New Student Orientation** – Crime prevention presentations accompanied by brochures and other printed material are made available to new students during the summer months.
- **Residence Hall Security** – Crime prevention presentations accompanied by brochures and other printed materials are made available to the residence life community and other on-campus residents on a routine basis.
- **Crime Prevention Presentations** – The Student Affairs Division and the Public Safety Office coordinate and provide crime prevention and awareness presentations accompanied by brochures and other printed materials on an annual basis to various campus groups and organizations, such as incoming freshmen, transfer students, commuter students, campus departments, and recognized student organizations.
- **Student Advocacy & Welfare Initiative (SAW Initiative)**—The Student Affairs Division, coordinated by the Dean of Students Office, provide presentations to various University departments regarding a variety of issues related to distressed and distressing students. These sessions explore University resources that are available to help address the needs of these students, and emphasize the importance of communication between University offices.

CAMPUS VIOLENCE PREVENTION COMMITTEE

DePaul's Campus Violence Prevention Committee (the "CVPC") is tasked with developing, reviewing, and maintaining this Plan. The CVPC also participates in annual tabletop exercises related to the Plan and makes recommendations to the Public Safety Office and other appropriate departments regarding additional opportunities for violence prevention education on campus.

The CVPC consists of representatives from the following University units:

- Public Safety (Chair)
- Academic Affairs
- Human Resources
- Student Affairs

The CVPC will consult with the Office of the General Counsel as necessary.

STUDENT CARE TEAM AND THREAT ASSESSMENT

DePaul University's Student Care Team (SCT) is responsible for assessing and coordinating a response to a wide-range of concerns about students. The SCT also fulfills the role of the Campus Threat Assessment Team with respect to students ([DePaul University Campus Violence Prevention Plan](#)). The SCT is charged with proactively monitoring the University's campus environment from a threat perspective, as well as providing leadership and coordinating the University's response to critical incidents that affect individual students.

Members of the campus community are encouraged to report concerns about disturbing behavior exhibited by a DePaul student to the Dean of Students, Chair of the Student Care Team (SCT), as soon as possible. Whenever there is concern for immediate physical danger, individuals should call 911.

In general, the Dean of Students will review the information provided, involving the SCT as appropriate. Depending on the behavior, this review could include a threat assessment. Based on this review, the SCT will determine an appropriate, individualized, situation-specific response action plan. This could include case management, recommendations about behavioral intervention (either by the SCT or by another individual), and/or referrals to, or recommendations regarding, other University processes or supports. As circumstances warrant, these responses could happen simultaneously.

The SCT meets on a weekly basis when classes are in session. The group also convenes in-between regularly scheduled meetings whenever the need arises.

The SCT consists of representatives from the following University units:

- Dean of Students (Chair)
- Residential Education
- Public Safety
- University Counseling Services
- Center for Students with Disabilities

The SCT will consult with the Office of the General Counsel as necessary.

The Office of the Provost and the Employee Relations division of Human Resources are responsible for coordinating the University's response to disturbing conduct exhibited by DePaul faculty or staff. Any such conduct by a faculty member should be reported to the Office of the Provost as soon as possible. Any such conduct by a staff member should be reported to Employee Relations as soon as possible.

ANNUAL TRAINING

Annual table-top exercise(s) related to this Plan shall be coordinated by shall be coordinated by the Campus Violence Prevention Committee, the Student Care Team, and other DePaul offices or committees, as appropriate.