



**UNIVERSITY OF DENVER
POLICY MANUAL
VIOLENCE ON UNIVERSITY PREMISES
AND/OR IN UNIVERSITY PROGRAMS
AND ACTIVITIES**

Responsible Department: Department of Campus Safety

Recommended By: Director of Campus Safety, VC Human Resources;

Approved By: Chancellor

Policy Number
SAFE 7.10.061

Effective Date
4/28/2023

I. INTRODUCTION

To promote a safe learning, living, and working environment for the University Community, the University will take reasonable action to facilitate an environment free from violence, threats of violence, intimidation, and other disruptive behavior.

II. POLICY OVERVIEW

- A.** The University expressly forbids and will not tolerate or condone acts or threatened acts of violence, intimidation, and other disruptive behavior on University Premises or in the University's programs or activities, whether by students, faculty, staff, visitors, guests, vendors, or contractors.
- B.** This Policy applies to the conduct occurring on University Premises and in University programs or activities. The University will address conduct that occurs off University Premises as set forth in this Policy and consistent with applicable policies and procedures.

III. PROCESS OVERVIEW

- A.** The University strongly encourages all members of the University Community to report as soon as possible all instances of violence or violent conduct on University Premises or in University programs or activities to [the Division of Campus Safety](#) at (303) 871-3000.
 - 1.** Individuals who are Responsible Employees pursuant to EOIX 3.10.011, Reporting by University Employees of Disclosures Relating to the University's Discrimination and Harassment Policy, must report behavior that may constitute Prohibited Conduct pursuant to the Discrimination and Harassment Policy to the Office of Equal Opportunity & Title IX.
 - 2.** Individuals who are Campus Security Authorities must notify the University of threats or actual incidents of violence or violent conduct that may constitute Clery Act Crimes pursuant to SAFE 7.10.010, Clery Act

Compliance.

3. If an individual requires immediate attention as a result of incidents of violence or violent conduct, contact 911 for medical transport and/or the Denver Police Department.
 4. In situations in which there is a concern for personal safety or well-being, contact Campus Safety to help assess the severity of the circumstances and the need for involvement of first responders.
 5. The University strongly encourages University Community members who receive threats of or are targets of violence or violent conduct to contact [Campus Safety](#) and to avail themselves to services offered by the [Health & Counseling Center](#), [Center for Advocacy, Prevention & Empowerment](#), or the [Employee Assistance Program](#), as applicable.
- B.** The University will address potential violations of this Policy as follows:
1. Referring employees to Human Resources and Inclusive Community for investigation and any resulting disciplinary action;
 2. Referring students to the Office of Student Rights & Responsibilities for action under the Honor Code; and
 3. Determine whether visitors, guests, vendors, contractors or any member of the public may be temporarily or permanently removed from University Premises.
- C.** In addition to other actions, the University may refer individuals suspected of making threats of violence for an assessment of the likelihood that they will act on a threat of violence. If the University determines that the individual's continued presence of on University Premises or participation in University activities or programs poses a substantial threat to any member of the University Community or to the stability and continuance of normal University operations, the University may, pending the outcome of an assessment and/or resolution of alleged violations of University policies, on an interim basis (i) restrict a student's access or temporarily remove a student or (ii) place an employee on administrative leave or restrict their access to prohibit that student/employee from participating in University programs or activities and/or from being present on University Premises.
- D.** For any report pursuant to this Policy, the University will respect and safeguard the privacy interests of all individuals involved balanced with the need for a careful assessment of the allegations, to protect the safety of the University Community, and to conduct the active response, review, investigation, or resolution of the report. The University may share information related to a report

with those University employees who have a need to know to assist in such response, review, investigation, or resolution of the report.

- E. When Campus Safety responds to a report pursuant to this Policy, Campus Safety will report the behavior to the appropriate University office and refer individuals to applicable campus resources for assistance, such as the [Dean of Students Office](#), [Office of Equal Opportunity and Title IX](#), [Health & Counseling Center](#), the [Center for Advocacy, Prevention & Empowerment](#), or the [Employee Assistance Program](#).

IV. DEFINITIONS

- A. **“Violence” or “Violent conduct”** for purposes of this Policy includes, but is not limited to:
 - 1. Engaging in one or more electronic, written, verbal, non-verbal, or physical act(s) that communicate a direct or indirect threat of physical harm or intimidation;
 - 2. Intentionally or recklessly harming another person physically;
 - 3. Carrying or using a prohibited weapon in violation of University policy (See University Policy SAFE 7.10.060 - *Weapons on Campus*);
 - 4. Intentionally damaging or threatening to damage University property or the property of any member of the University Community (other than disposing of property in accordance with University policy and the law);
 - 5. Hate crimes (See University Policy SAFE 7.10.010 - *Clery Act Compliance*); and
 - 6. Certain forms of Prohibited Conduct as defined in EOIX 3.10.010 – *Discrimination and Harassment*.
 - 7. Violation of certain Student Rights & Responsibilities Community Standards as defined in the Honor Code.
- B. **“University Community”** means University trustees, officers, faculty, staff, students, and individuals providing services for the University as contractors or volunteers.
- C. **“University Premises”** includes, but is not limited to, all indoor and outdoor common and educational areas, all University owned, leased, or operated facilities, University owned or operated housing (including but not limited to University property leased to University-recognized fraternities and sororities), campus sidewalks, campus parking lots, recreational areas, outdoor stadiums, and University owned or leased vehicles (regardless of location). University Premises does not include municipal property that goes through or is adjacent to campus, such as sidewalks or alleys.

V. RESOURCES

- A. University Policy SAFE 7.10.010 – *Clery Act Compliance*
- B. University Policy SAFE 7.10.060 – *Weapons on Campus*
- C. University Policy EOIX 3.10.010 – *Discrimination and Harassment*
- D. University Policy EOIX 3.10.011 – *Reporting by University Employees of Disclosures Relating to the University’s Discrimination and Harassment Policy*
- E. [Faculty and Staff Support Network](#)
- F. [Employee Assistance Program](#)
- G. University of Denver Employee Handbook
- H. [University of Denver Honor Code](#)

| Revision Effective Date | Purpose |
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