I. Purpose/Introduction/Rationale
This policy applies to all faculty, staff, students, contractors, visitors and vendors. Rollins College takes seriously safety and security of its students, faculty, staff, and visitors. To ensure an atmosphere that fosters and promotes the College’s educational mission, Rollins is committed to maintaining a safe environment free of violence and threats of violence on-campus, in Rollins work- sites, classrooms, off-site college locations, and other places where members of the community are engaged in College activities. Rollins College does not tolerate, condone, or ignore any type of campus violence committed by or against members of the College community. Faculty, staff, students, visitors, contractors and vendors are prohibited from engaging in any violent or threatening behavior. Individuals who engage in violent or threatening behavior will be subject to disciplinary action up to and including termination, expulsion from campus, and/or criminal prosecution. No person shall be retaliated against for reporting campus violence. Retaliation can be reported to the AVP of Human Resources and Risk Management.

II. Definition
Violent or Threatening Behavior:
• Acts or threats which may cause an individual to fear for their health or safety or the health and safety of others
• Acts or threats which may cause an individual to fear for the safety or security of their property or College property
• Threatening, harassing, abusive or intimidating behavior
• Reckless conduct or intentional disregard for the physical safety or well-being of others
• Any other conduct, whether physical or verbal, that a reasonable person would perceive as constituting a threat of violent behavior

III. Procedure or Application
A. General
1. Safety and security at Rollins is the responsibility of each person on campus. Any Rollins community member or visitor who is subjected to, witnesses or has knowledge of actions that could be perceived as violent behavior, or has reason to believe that such acts may occur, must report such actions to the appropriate office.

2. For actual or imminent Violent or Threatening Behavior, immediately call Campus Safety at extension 2999 or dial 911. Examples of actual or imminent violent behavior include but are not limited to:
   a. Fighting, physical assault, battery
   b. Stalking: A course of conduct involving more than one instance of unwanted attention, harassment, physical or verbal contact, or any other course of conduct directed at an
individual that could be reasonably regarded as likely to alarm or place that individual in fear of physical, emotional or psychological harm or injury. This includes cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, GPS or other similar devices or forms of contact are used to pursue, harass or make unwelcome contact with another person. Stalking and cyber-stalking may involve individuals who are known to one another or have an intimate or sexual relationship, or may involve individuals not known to one another.

c. Intentionally destroying property
d. Making statements about killing or harming self or others
e. Making hate statements
f. Making statements about getting, possessing, or using a weapon, fascination with weaponry and/or acts of violence
g. Sabotaging another's work or projects
h. Possessing a gun, knife, or other instrument that could cause harm
i. Exhibiting rage, anger, or generally being out of control as exemplified by yelling, screaming, flailing arms, damaging property, or throwing objects
j. Restraining or transporting a person against a person's will
k. Relationship/Domestic Abuse: Persons who have obtained restraining or personal protection order are encouraged to provide a copy of the order to the Campus Safety Office for enforcement on campus.

3. For threats of Violent or Threatening Behavior or behavior short of actual or imminent Violent or Threatening Behavior, call:
   a. For Staff - call Director of Human Resources (x 2104)
   b. For Faculty - call the appropriate program Dean (Crummer x 2249, A&S x 2280, CPS 2280, Holt x 2299) and Human Resources (x 2104)
   c. All students (A&S, CPS, Holt and Crummer) - call the Vice President of Student Affairs (x 2185)
   d. For Visitors - call the Campus Safety Office (x 2999)
   e. For Vendors - call the Campus Safety Office (x 2999)

4. In all cases the head of the department where the prohibited behavior is occurring should also be informed. All criminal conduct must be immediately reported to the Campus Safety Office.

B. Classroom Conduct and the Faculty
   1. In the event that students in the classroom or academic setting display threatening behavior, faculty members have the authority to take appropriate action. These actions may include asking the individual to stop what he or she is doing, asking the student to leave the classroom or area, or dismissing the class. These situations should be reported immediately to the faculty member’s dean and the dean of student affairs for A&S students. In situations where there is actual or imminent violent behavior, the faculty member should call Campus Safety x 2999 or dial 911.

IV. Related Policies or Applicable Publications
   N/A

V. Appendices/Supplemental Materials
   N/A
VI. Rationale for Revision

N/A