

MIDDLE TENNESSEE STATE UNIVERSITY  
POLICIES AND PROCEDURES MANUAL

POLICY NO: I:13:01

DATE: February 3, 1998

SUPERSEDES POLICY NO: I:13:01

DATED: November 19, 1996

SUBJECT: Violence on Campus

APPROVED: James E. Walker, President \_\_\_\_\_

I. Policy

Middle Tennessee State University, insofar as possible, is committed to providing a safe and secure environment to its students, faculty and staff through a policy of zero tolerance for acts of violence committed on campus or within any university-owned or operated facility. Any such acts shall be prosecuted to the fullest extent of the law as well as subject to normal university disciplinary procedures. The university is further committed to the education of the campus community about ways to decrease the incidence of violence and appropriate responses to potential or actual violent situations.

This policy outlines procedure the university follows to provide such an environment as well as to deal with any acts of violence that may occur despite precautions taken.

Violence addressed by this policy is defined as “any act or threat of aggression intended to create fear or bodily harm or to otherwise threaten the safety of an employee, student, or the general public.” Examples of such behavior include, but are not limited to:

- Any assault or battery. Assault includes speech where the target is threatened and the individual making the threat has the capability to carry it out. The target is made to feel he or she is in danger. Battery is the actual physical contact.
- Any substantial threat to destroy or willful destruction of property

II. Procedures

To reduce the possibility of threats or acts of violence and establish an effective procedure for responding to potential or actual violent situations the University will:

1. A. Develop a comprehensive training program to be made available to all employees, with special emphasis on those in supervisory and management positions.  
  
B. Develop a comprehensive educational and prevention program to be made available to all students.
2. Establish a Campus Non-Violence Committee to be composed of the persons listed below or their designees, to serve as a resource for the campus:

Director of Human Resources  
Director of Public Safety  
Director of Counseling and Testing Center  
Dean of Student Life  
Safety Officer  
President of Faculty Senate  
President of SGA  
Director of the June Anderson Women's Center  
Faculty-at-large member (2 year term)  
Legal Assistant to the President (ex-officio)  
Other persons as appointed by the President

This committee will develop and recommend policy and procedures and perform various tasks related to the University's prevention and incident management process.

3. Develop crisis management procedures to deal with potential or actual violent situations. Once established, these procedures should be communicated to the campus community by the most effective means. A crisis management team(s) should be activated when necessary and appropriate to the review the potential or actual violent situations and coordinate appropriate university responses such as family notifications, press statements, follow-up counseling, etc.

### III. Campus Resources

1. Employee Assistance Program (EAP)  
The University's EAP can offer assistance to employees who are seeking help. It can also be used by managers and supervisors seeking help in assessing and diffusing a potentially harmful situation.

The phone number of the EAP should be prominently displayed in all University departments. It may also be obtained by calling the Office of Human Resources.

2. The University's Counseling and Testing Center, the June Anderson Women's Center, and Dean of Student Life's office can offer assistance to students seeking help. They too, may be used by managers and supervisors seeking help in assessing and diffusing potentially harmful situations regarding students.
3. Physical Security
  - A. The Department of Public Safety will provide services related to controlled building access and assessable, qualified security personnel. Areas such as libraries and laboratories, which are open at times when most other offices are closed, and therefore, may be exposed to crime and violence, will be given special attention. The Department of Facilities Services will provide adequate lighting on campus. Accessible and lighted emergency call boxes will be placed at various sites across campus to provide additional access to help.
  - B. If a member of the campus community becomes aware of the potential for future acts of violence, he or she should contact the MTSU Department of Public Safety or, if anonymity is desired, the Rutherford County Crime Stoppers.

## CAMPUS NON-VIOLENCE COMMITTEE Charge

The MTSU Campus Non-Violence Committee is to function as a monitoring body to oversee the implementation of the “Violence on Campus” policy. In carrying out this function, the committee will strive to insure the education of the campus community about violent behavior, its relationship to the university and the community at large. Furthermore, the committee will proactive in identifying and determining solutions to potential problems surrounding these behavioral issues. The committee will review the effectiveness of the policies and procedures that were implemented to address violent situations. After the review has been completed, the committee will make the recommendations necessary to policy and procedures to insure a safer campus.