

SUPERSEDES: NEW	SECTION: Academic and Student Affairs
POLICY AND PROCEDURE MANUAL MERCY COLLEGE OF OHIO, TOLEDO, OHIO Signature on file <hr/> Signature: Dr. Susan Wajert, President	CODE NO. 511
	SUBJECT: Campus Violence Prevention Policy
	DATE ORIGINATED: 09/08/2015
	DATE COMMITTEE BOARD APPROVED: 02/22/2020
	DATE BOARD APPROVED: 03/10/2020
	DATE OF NEXT REVIEW: 2023 January 1-31

Campus Violence Prevention Policy

PURPOSE:

To provide the students, faculty, staff and visitors (“Community”) of Mercy College of Ohio (“College”) with a safe and secure environment to work, study, and live. The College Community should be able to pursue their education, work, and other activities in a safe, non-threatening environment. College safety and security is based on the ability to set forth guidelines and have a plan with response options in the event of an act of campus violence. Safety and prevention of violence is **everyone’s** responsibility. The College complies with the Higher Education Opportunity act, which includes Campus Safety and Security (PL 110-315).

SCOPE:

This policy covers all persons on College property or at College-sponsored functions, such as off-campus learning or education in a clinical or practical setting, or performing any actions having direct impact on the College Community.

POLICY:

Violence: In its commitment to safety and security for the Community, the College treats all actual, real, or alleged threats of violence as serious concerns, which are addressed immediately. Conduct that threatens the health and/or safety of any person, or creates a reasonable fear that such a result will occur, including but not limited to: acts of violence, threats of violence, possession of weapon(s) on college-controlled property, without proper written authorization, threatening behavior, and/or reckless disregard for the health or safety of any person are not acceptable conduct and will not be tolerated. Violation of this policy and/or the Student Code of Conduct and or the Bon Secours Mercy Health Code of Conduct for employees will result in disciplinary action up to and including dismissal or termination from the College.

Responsibility: The entire College Community shares the responsibility for a safe and secure campus. Knowledge of violent acts or threats planned or carried out are to be reported to supervisors or other appropriate campus administration immediately.

Campus Violence Prevention Committee: The Mercy College Campus Violence Prevention Committee (CVPC) is charged with implementing the Mercy College of Ohio Emergency Response Plan (ERP) and coordinating campus-wide violence prevention education, programs and services that are designed to create a campus culture and climate of safety, respect and emotional support.

Campus Assessment Response and Evaluation (CARE) Team: The Campus Assessment Response and Evaluation (CARE) Team at Mercy College of Ohio (“College”) reinforces the College’s efforts to provide the students, faculty, staff, and visitors (“Community”) with a safe environment to work, study, and live. As a subset of the Campus Violence Prevention Committee (CVPC), the CARE Team assists with the prevention and intervention in incidents where members of the campus community are experiencing distress or engaging in harmful or disruptive behaviors, as well as supports individuals impacted by such incidents. The goal and mission of the CARE Team is to: gather information about students of concern; assess information about each case brought before the CARE Team; define and coordinate plan/response; implement a response to a perceived or threat; and monitor the disposition of the case (Derived from the Higher Educational Mental Health Alliance (HEMHA) Project, Balancing Safety and Support on Campus: A Guide for Campus Teams – <https://www.jedfoundation.org/wp-content/uploads/2016/07/campus-teams-balancing-safety-support-campus-jed-guide.pdf>). The CARE Team acts as a mechanism for improved coordination and communication across the campus and/or system and makes recommendations in accordance with existing college policies.

REFERENCING FORMS:

[Electronic Form](#) Concern and Complaint Form 511/519-A

Board Approved: 03/10/2020

Board Committee Approved: 02/22/2020

Revised: February 2020 (*Inserted Scope, separated policy from procedures, updated with CARE Team policy*)

Technical Revision: August 8, 2017

Technical Revision: June 16, 2017

Board Approved: September 8, 2015

Board Committee Approved: August 25, 2015

PROCEDURE(S) 511:

Reporting On Campus: All students, employees, and visitors need to be alert to the possibility of violence on campus. As part of the College Community, all individuals are responsible for reporting violence or any conduct that violates this policy that they experience or witness.

The College Community should address emergencies by calling 911 or by contacting Mercy Protective Services on the Toledo campus (419-251-4444) or Mercy Youngstown Police Department at the Youngstown location (330-480-3288). Violence or threats against self or others should not be ignored or disregarded. If experiencing or observing an immediate threat or violent situation, local law enforcement is to be alerted as soon as possible. Delayed reporting may unnecessarily allow the behavior to continue, cause harm, or jeopardize the investigation due to the passage of time, fading memories or departure of witnesses.

The A.L.I.C.E. response utilizes five steps to increase chances of survival during a surprise act of violence on campus. This does not follow a set of required actions. Survival is paramount in this situation. It may be appropriate to use only one or two parts or all parts of the ALICE response plan. This is dependent upon the situation at hand. In this type of incident, perception is the reality and individuals will decide what appropriate action to take; dealing with known information and disregarding unknown information:

1. Alert-Announcement of the onset of the emergency can be anything.
 - a. Gunfire
 - b. Witness
 - c. Phone alert
2. Lockdown-This is a semi-secure starting point from which to make a survival decision. Internal lockdown should occur immediately by all who decide not to evacuate.
 - a. Secure the room
 - b. Lock the door
 - c. Cover any window in the door, if possible
 - d. Tie down the door, if possible.
 - e. Barricade the door with anything available
 - f. Look for alternate escape routes
 - g. Call 911
 - h. Pull the fire alarm if necessary
 - i. Move out of the doorway in case gunfire comes through
 - j. Silence or place cell phone on vibrate
 - k. Once the room is secured, do not open the door for anyone. Police will enter the room when the situation is over.
 - l. Gather weapons (coffee cups, chairs, books, etc.) and mentally prepare to defend yourself or others
 - m. Put yourself in a position to surprise the active shooter should they enter the room
 - n. If you are in lockdown for a long period of time, give consideration to issues such as bathroom use, keeping people calm, etc.
 - o. Be prepared to provide first aid

External lockdown-Exterior campus lockdown will be determined by law enforcement based

- on the circumstances of the incident.
3. **Inform-** Use any means necessary to pass on real time information.
 - a. Can be derived from 911 calls
 - b. Give in plain language
 - c. Tell who you are
 - d. Explain **what** is happening, **where** it is happening/where you are in relation to the action, and **how** it is happening (gunfire, stabbing, etc.)
 4. **Counter-** This is the use of simple, proactive techniques should students and/or staff be confronted by the aggressor(s); counter techniques interrupt the violent actions of the suspect.
 - a. Anything can be a weapon
 - b. Throwing things at the aggressor's head to disrupt their aim
 - c. Create as much noise as possible
 - d. Attack in a group (swarm)
 - e. Grab the aggressor's limbs, head-taking him/her to the ground
 - f. Fight dirty-bite, kick, scratch, gouge eyes, etc.
 - g. If you gain control of the aggressor, call 911 and tell the police your location and listen to their commands when officers arrive on the scene
 5. **Evacuate-**Remove yourself from the danger zone as quickly as possible
 - a. Decide if you can safely evacuate
 - b. Run in a zigzag pattern as fast as you can
 - c. Do not stop running until you are far away from the area
 - d. Bring something to throw in case you would encounter the aggressor(s)
 - e. Break out windows and attempt to quickly clear glass from the frame
 - f. Do not attempt to drive from the area

Protective Orders/Restraining Orders Issued by a Court: Members of the College Community who have an Order of Protection should provide a copy of the order to the Vice-President of Student Affairs and/or Title IX Coordinator/Deputy Title IX Coordinator who will notify Mercy Protective Services/Mercy Youngstown Police .

Non-Emergency Concerns: Members of the College Community are encouraged to report other behavior that is unusual or threatening even if it is not perceived as an immediate, dangerous, or imminent risk. To report concerns that do not pose an immediate threat, a Concern and Complaint Form should be completed. The Vice-President of Student Affairs/Dean of Students should be contacted. The Concern and Complaint Form can be found online (<https://mercycollege.edu/student-affairs/concern-complaint>).