VIOLENCE PREVENTION PLAN 2021

College of DuPage
Campus safety is of the upmost importance at College of DuPage. The Campus Violence Prevention Plan is central to our efforts to maintain a secure educational environment.

While it is impossible to predict every scenario, our goal is to be as prepared as possible to respond if a violent situation occurs. This plan, developed by a team of College staff, is a comprehensive document that provides critical information on an extensive list of topics related to violence prevention. The information reflects the best contemporary theory on the methods to deter and, if necessary, counter violent threats.

I thank everyone involved in creating this plan. It reflects our commitment to providing a safe campus for our students, faculty, staff and community.

Dr. Brian W. Caputo  
President, College of DuPage
REGISTER OF VIOLENCE PREVENTION PLAN CHANGES

<table>
<thead>
<tr>
<th>Date</th>
<th>Section(s) Changed</th>
<th>Change made by:</th>
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<tbody>
<tr>
<td>11/24/2010</td>
<td>Reviewed and made minor changes</td>
<td>Chief Mark Fazzini/Staff</td>
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<tr>
<td>12/20/2011</td>
<td>Reviewed and made minor changes</td>
<td>Chief Mark Fazzini</td>
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<tr>
<td>6/17/2017</td>
<td>Overall rewrite for Ready to Respond Campus.</td>
<td>Chief Joe Mullin/Sue Jerak</td>
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<tr>
<td>6/15/2018</td>
<td>Added record of changes, distribution list, team membership section, coordination of violence prevention related activities section. Revised approval and revisions section.</td>
<td>Chief Joe Mullin</td>
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<tr>
<td>4/23/2019</td>
<td>Added Campus Violence Prevention Strategies and Initiatives. Updated Team Membership list, BIT Reporting Process, and Approval and Revision sections.</td>
<td>Chief Joe Mullin</td>
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<tr>
<td>9/3/2020</td>
<td>Added contact number for College of DuPage Police Department. Updated titles and department names. Updated training section.</td>
<td>Chief Joe Mullin</td>
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<tr>
<td>8/3/2021</td>
<td>Updated Strategies and Initiatives; Task Forces, Committees, and Memberships; and Team Membership.</td>
<td>Chief Joe Mullin</td>
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VIOLENCE PREVENTION PLAN DISTRIBUTION LIST

The following is a list of employees, groups and organizations that receive a complete copy of the College of DuPage Campus Violence Prevention Plan each time it is updated.

The document will be delivered through either the internal College mail system, hand delivered by the COD Police Department or mailed to the following recipients:

- COD President
- COD Administrators
- COD Incident Management Team Members
- COD Police Department Command Officers
- COD Police Dispatch Center
- COD Police Squad Room
- COD Campus Violence Prevention Committee Members
- COD Behavioral Intervention Team (BIT)
- COD Off Main Campus Site Supervisors
- COD Campus Portal (minus some sensitive information)
- Village of Glen Ellyn Police Department
- Lisle-Woodridge Fire Department
- Village of Wheaton Police Department
- Village of Wheaton Fire Department
- DuPage County Office of Homeland Security and Emergency Management
- Illinois Community College Board (at campussecurity@illinois.gov)
- DuPage County Health Department—Behavioral Health
PURPOSE

College of DuPage is committed to creating and maintaining a safe and secure educational environment for all employees, students and visitors. The purpose of this plan is to outline violence prevention measures, support systems, resources and strategies through the integration of College policies and procedures regarding violence and threatening behavior, and the prohibition of violence. In compliance with the Campus Security Enhancement Act (110 ILCS 12), the College created a Campus Violence Prevention Committee and a Threat Assessment Team, who identified protocols to prevent and respond to acts of violence outlined in the Campus Emergency Operations Plan, and has identified resources for victims of violence. This plan is created to provide methods and means under which violence and threats of violence may be prevented, addressed and responded to, ensuring the safety of the campus community.

This document reaffirms that the College supports and encourages a zero tolerance policy toward violence on campus.

APPLICABILITY

This plan shall set forth the College’s expectations with regard to violence prevention for the campus community, including employees, students, visitors, contractors and vendors. All persons in these categories, with the exception of visitors, shall be responsible for reviewing this plan and complying with the provisions herein. The College of DuPage Police Department is responsible for providing this information to employees. The Marketing Department is responsible for providing information to the students in various communications. The Facilities Department is responsible for providing this information to contractors doing work on campus. The Procurement Services Office shall be responsible for reviewing this plan and complying with the provisions herein. The College of DuPage is responsible for providing this information to employees. The Marketing Department shall be responsible for providing this information to regular vendors on campus. This plan, and any related policies and procedures, shall cover all College-owned or controlled property, buildings and facilities.

RESPONSIBILITY OF COMMUNITY

The College is committed to the development of preventive measures, including campus violence prevention and threat assessment committees, security planning for at-risk individuals, pre-employment screening for selected positions, training and general programs to increase employee and student awareness. All persons are strongly encouraged to be aware of their surroundings, to be alert for behavior that may be threatening or lead to violence, and to report such behavior to the appropriate College official.

- **Responsibility to Report:** It is the responsibility of all campus community members (students, employees and visitors) to promote and maintain an environment free from violence at all College of DuPage facilities. Such responsibility includes, but is not limited to, being aware of one’s surroundings and immediately reporting incidents, behaviors or actions of others that seem unusual, disruptive, suspicious, threatening or violent in nature.

- **Reporting Process:** In order to report and document unusual, disturbing or suspicious behaviors or incidents of threats or violence involving students, employees or visitors on campus, the College expects reports to be filed with both the Behavior Intervention Team (BIT) and the College of DuPage Police Department. Immediate threats should be immediately reported to the College of DuPage Police Department.

For off-campus sites, in place of the College of DuPage Police Department, incidents should be reported to the local police authority. The College of DuPage Police Department will be responsible for transmitting information they receive to the appropriate offices and/or departments, along with the BIT, if applicable.

A few general examples of behaviors that should be reported include, but are not limited to:

- A slow or radical change in a person’s behavior, academic or workplace performance, appearance or conduct.
- Aggressive or irrational behavior through words or actions.
- Severe depression, unhappiness or irregular emotional behavior.
- Inability to control anger, confrontational or disturbing words or actions.
- Unusual overreaction to normal circumstances.
- Lack of compassion or empathy for others.
- Any threat or act of violence.
- Damage to property.
- Unusual nervousness, tension or anxiety.
- Expression of suicidal thoughts, feelings or acts.
- Any other action, word or behavior that one may reasonably believe could lead to violence.
- Threatening statements, displays, photos or other publications in electronic format or communication.

- **Immediate Attention Required:** Any incident or behavior that creates an imminent threat or actual violence should be reported directly to the College Police Department at (630) 942-2000 immediately, or by calling 911. For off-campus facilities, it should be reported to the local police department by dialing 911.

- **Other Applicable Policies:** If an incident involves conduct or behavior of a student, employee or visitor that is regulated or enforced by a more specific applicable College policy (i.e. Code of Student Conduct or employee personnel policy), state or federal law or regulation, appropriate action shall be taken by the College office or department responsible for handling such matters in conjunction with this plan.

- **Administrative Resources:** The following College officers, departments and officials, or their designees, shall be responsible for the implementation and enforcement of this plan:
  - Office of the President
  - College of DuPage Police Department
  - Dean of Students Office
  - Office of the Vice President for Administrative Affairs
  - Office of Human Resources
  - Counseling, Advising and Transfer Services
  - Center for Access and Accommodations
COMMITTEES, TEAMS AND TASK FORCES

The team shall:

- Services, as well as other units when appropriate. This team is commonly referred to as the BIT—Behavioral
- Studies with regard to potential or actual threats to the College community. Membership of the team shall include
- A Threat Assessment Team is formed as an additional resource to provide support, assistance, research and case
- Members: The Threat Assessment Team shall include representatives from the various constituency groups on campus, along
- The team is comprised of representatives from the offices of Human Resources, College of DuPage Police Department and Counseling
- The team is comprised of representatives from the offices of Human Resources, College of DuPage Police Department and Counseling
- The team is comprised of representatives from the offices of Human Resources, College of DuPage Police Department and Counseling
- The campus-wide task force was designed to improve coordination between community leaders and service providers to prevent sexual violence, domestic violence, dating violence and stalking and to ensure a coordinated response in terms of law enforcement and victim services (110 ILCS 11/10).

Sexual Assault Response Team

SART is a multi-disciplinary team of individuals that represent the various systems that a survivor of sexual violence might interact with as a result of their victimization including but not limited to: emergency room personnel, evidence technicians, law enforcement officers and detectives, community-based victim advocates and State's Attorneys. The SART is committed to ensuring survivors receive compassionate, dignified and responsive care.

Terrorism Liaison Officer's Committee (TLOC)

The College of DuPage Police Department is an active member of TLOC, a committee designed to provide a venue for local law enforcement to interact with each other and with the FBI to share ideas and intelligence regarding the nation’s war on terrorism and to discuss the counterterrorism challenges faced daily by police officers on the streets.

PREVENTIVE MEASURES AND PROGRAMS

The following information outlines the type of measures implemented by the College in order to prevent, deter and address violence and threats of violence on the College campus:

- College Police: College of DuPage maintains a full-time law enforcement agency (College of DuPage Police Department) on campus in order to protect and serve the campus community on a 24-hour basis. The College of DuPage Police Department is staffed with full- and part-time sworn police officers who are responsible for providing law enforcement services to the Glen Ellyn campus. The College of DuPage Police Department is a 24/7 operation. It is responsible for dispatching officers to all types of campus emergencies. The College of DuPage Police Department communicates regularly with other law enforcement agencies and emergency responders in order to more effectively and efficiently respond to incidents on campus. The department uses radio systems and portable radios that provide for a wider range of communication with other agencies and responders. They will provide escort services to anyone requesting assistance.
- Local and state law enforcement agencies to maintain situational awareness of recent incidents, current patterns and trends, risk factors and pre-incident warning behaviors in an attempt to enhance the College's ability to mitigate and prevent campus violence.
- NIMS Compliance: Members of the College of DuPage Police Department and members of the Campus Incident Management Team have completed the National Incident Management System (NIMS) and Incident Command System training, which encompasses the need for clear lines of communication when dealing with an emergency.
- Campus Emergency Operations Plan: The College has a comprehensive, all-hazards Emergency Operations Plan that incorporates a number of emergency policies and procedures on behalf of the College community in the event of an emergency. This plan outlines numerous methods of communication that may be used in an emergency situation, including an emergency notification text messaging system (COD Alert) in order to provide timely notification to the campus community in the event of an imminent threat or event. The types of emergency notifications currently in place include: email, text messaging, telephones, all clear system, campus wide signal, message board, website, telephone messages, WDCR radio station and local media outlets, to name a few.
Emergency Response Handbook: The COD Police Department has developed an all-hazards emergency response handbook as a resource for all College students, employees and community members. The handbook is available in every classroom and office space throughout the College.

Emergency Callboxes: The College installs and maintains 43 emergency callboxes in parking lots and other selected areas on the Glen Ellyn campus in order to provide a means of communication directly to the College of DuPage Police Department in the event of an emergency or for assistance.

Emergency Notification Systems: The College maintains fire alarm systems with an emergency PA system. The Facilities Department is responsible for regular testing of this system. The College’s emergency warning and notification plan includes redundancies to ensure that critical information is communicated to the college community.

Rave Guardian: Rave Guardian is a personal safety app for mobile devices. The Guardian app, provided by Rave Mobile Safety, enhances safety on campus through a virtual safety network of friends, family and law enforcement. The app includes numerous safety features, including the ability to send and receive communication directly with the College of DuPage Police Department via voice and text and a safety timer.

Closed-Circuit Television Cameras: The College is equipped with 900 closed-circuit television cameras that are monitored on a 24-hour basis.

TRAINING

The College provides opportunities for training of employees and students with regard to College-related issues, including but not limited to workplace violence, sexual harassment and emergency response.

The College of DuPage Police Department provides regular training for its police officers and command staff focusing on a wide range of law enforcement matters. All College police officers are trained as first responders and have CPR and AED training, in addition to semi-annual firearm qualification training.

The College of DuPage Police Department is a member of the North East Multi-Regional Training Consortium that provides in-service training on numerous topics for police staff, including weapons training, civil liability, sex crimes and to faculty, staff, students and community members. The three-phase training class enhances preparedness by focusing on a wide range of law enforcement matters. All College police officers are trained as first responders and have CPR and AED training, in addition to semi-annual firearm qualification training.

The College of DuPage Police Department is a member of the North East Multi-Regional Training Consortium that provides in-service training on numerous topics for police staff, including weapons training, civil liability, sex crimes investigation training, use of force training, de-escalation, active shooter training, communication skills, defensive tactics, first responder decision making, crowd control, etc.

Active Violence Preparedness: The COD Police Department offers Active Violence Preparedness training to faculty, staff, students and community members. The three-phase training class teaches strategies designed to increase survivability in response to an active threat, as well as by increasing the understanding of pre-incident risk factors, warning behaviors, and leakage to mitigate the potential for violence.

Behavioral Intervention Team (BIT) Outreach: The BIT provides regular outreach and awareness sessions to college faculty to both enhance the overall awareness and understanding of the mission of the BIT and to encourage and promote reporting of concerning behaviors.

The BIT provides annual training to members along with case scenario training to academic administrators on strategies to enhance classroom management.

BIT members are trained in the Structured Interview for Violence Risk Assessment (SIVRA-33), which provides guidance and direction to campus authorities on the presence of risk factor.

Crisis Intervention and De-Escalation Training: The College of DuPage Police Department offers training designed to enhance the understanding and ability to apply strategies and tactics to effectively manage and de-escalate individuals in crisis.

Situational Awareness Training: The College of DuPage Police offer community outreach opportunities designed to enhance the community’s overall situational awareness and to empower members of the community to “say something if they see something.”

Crime Prevention Training: The College of DuPage Police offer community outreach classes regarding strategies to enhance personal safety and mitigate the potential of being victimized by crime.

Homeland Security Training Institute: The Homeland Security Training Institute (HSTI) is focused on education for law enforcement, fire science, first responders and corporate security personnel in the area of homeland security. Through a series of courses in program models such as law enforcement, disaster preparedness, counterterrorism, intelligence, emergency response, NIMS/NRF/ICS and private sector security, the HSTI continues to develop programs for working professionals.

MENTAL HEALTH SUPPORT AND RESOURCES

In addition to the above, Illinois law provides for training of qualified personnel in the early identification of mental health disorders and crisis management in addition to being well versed on the Illinois Mental Health and Developmental Disabilities Code. (See 405 ILCS 5/1 et seq) (effective June 1, 2008) This code regulates the manner in which the involuntary commitment and treatment of an individual should be considered.

The College has created a Threat Assessment Team/Behavioral Intervention Team in order to review incidents and/or behaviors involving employees, students or visitors with regard to potential threats of violence or harm.

Crisis Intervention Team (CIT): College of DuPage police officers have been trained as resource specialists who can provide an immediate and effective response to calls involving a mental health crisis.

Counseling Services: Counseling, Advising and Transfer Services offers short-term, personal counseling to admitted College of DuPage students at no additional cost. Personal counseling services are designed to support the well-being and academic success of students. The Counselors provide a safe and supportive space for students to talk about emotional, interpersonal or academic concerns. Counselors are objective, skilled listeners who help students clarify their concerns, explore their goals and strengthen their strategies for coping.

Counseling Services also provides crisis intervention and educational programming to the campus community, assisting students to connect with community resources when needed and appropriate.

Student and Employee Assistance Program: The COD Employee Assistance Program is a confidential assessment and referral service that provides problem identification, counseling and referral services. All EAP care managers are professional, licensed clinicians and experienced in providing support, understanding and guidance for a broad range of needs.

Mindfulness Meditation: Mindfulness has grown in popularity as research continues to show its many health benefits, including helping people relate differently to stress and reduce anxiety. The College of DuPage regularly offers mindfulness meditation to the College community.

COORDINATION OF VIOLENCE PREVENTION RELATED ACTIVITIES

The Threat Assessment Team utilizes a centralized reporting and recordkeeping system designed to enhance the College’s ability to collect, maintain, reference, coordinate and track concerning or threatening behaviors, as well as assessments and interventions associated with specific individuals.

Members of the Threat Assessment Team refer to information maintained in the central recordkeeping system in an attempt to better understand the totality of the circumstances surrounding behavior. Members of the team share information, observations, mutual support and when necessary, designate a single point to centralize the collection of information and to assess concerns.
CRISIS INTERVENTION ACTIVITIES

Counseling, Advising and Transfer Services provides crisis intervention services. These services work to respond to the special situations of students and employees in need of intervention.

CRIME PREVENTION PROGRAMS

The College offers regular crime prevention-related programs and presentations to the College community in order to create awareness and education on how to prevent violence and promote safety. These programs are provided by various College departments and offered to students and employees, and supplemented by educational materials. They include workshops on workplace violence, along with training on diversity and anti-harassment training.

- **Publications:** The online College Catalog, Annual Security Report and other documents include crime prevention information to employees and students.
- **Facilities/Infrastructure Safety Measures:** The College facilities and infrastructure are assessed from time to time through Risk Management to determine whether safety measures are in place to adequately address and respond to the incidents of violence and/or threats to the campus community.

The College conducts ongoing reviews of its facilities and infrastructure to determine whether it is reasonable and necessary to modify or enhance its methods of security and warning systems within each building accessed by the campus community and/or the general public.

**Current security enhancing systems utilized on campus include:**

- Surveillance Cameras
- Key Mark Medeco Key System
- Locations Restricted by Continental Access Control System
- Computer-Aided Police Dispatch System
- Honeywell Emergency PA System

INTERNAL COLLEGE POLICIES AND PROCEDURES

The following policies are in place in order to incorporate violence prevention strategies to prevent, address and resolve issues of violence and safety at College of DuPage:

- **Policy 10-105** Facilities Usage
- **Policy 10-110** Assemblage on College Facilities
- **Policy 10-115** Emergency, Disaster and Evacuation Plan
- **Policy 10-140** Environmental Health and Safety
- **Policy 10-145** Campus Security Act Policy
- **Policy 10-140** Reporting Criminal Acts and Emergencies
- **Policy 15-13** Prohibition of Sexual Harassment
- **Policy 15-10** Drug and Alcohol Free College
- **Policy 15-40** Possession or Use of Weapons
- **Policy 20-35** Code of Student Conduct

FEDERAL AND STATE LAWS AND REGULATIONS

The following federal and state laws provide regulatory compliance with regard to issues of campus safety and violence at public institutions of higher education:

- The Federal Student Right to Know and Campus Security Act (Clery)
- Federal Safety and Drug Free Schools and Communities Act
- Federal Drug Free Workplace Act of 1988
- Higher Education Act of 1998
- Higher Education Opportunity Act (signed Aug. 14, 2008—deals with changes in fire safety; drug and alcohol incidents; and emergency communication systems)
- Uniform Crime Reporting (both state and federal)
- Federal and State Alcohol, Drug and Weapon Laws
- Illinois Campus Security Enhancement Act
- Illinois Victims of Trafficking and Violence Prevention Act of 2000 (Sex Offender)
- Illinois Education Sexual Assault Awareness Act
- Illinois Fire Sprinkler Dormitory Act
- Illinois Campus Demonstrations Act
- Illinois Meningitis Information Law
- Illinois Firearm Owners Identification Card Act
- Illinois Mental Health and Developmental Disabilities and Confidentiality Act
- Violence Against Women Act

TASK FORCES, COMMITTEES AND MEMBERSHIPS

The following organizations, committees, task forces and memberships are currently utilized by the College in order to remain current on issues of violence, campus safety and terrorism:

- Illinois Law Enforcement Alarm System
- FBI’s Anti-Terrorism Task Force
- U.S. Attorney’s Law Enforcement Core Committee
- DuPage County Office of Homeland Security and Emergency Management
- Illinois Association of Chiefs of Police
- DuPage Chiefs of Police Association
- International Chiefs of Police Association
- North East Multi-Regional (NEMRT) ASSIST Team #3
- COD Risk Assessment Team
- COD Incident Management Team
- NABITA
- Statewide Terrorism and Intelligence Center (STIC)
- Metropolitan Emergency Response and Investigation Team (MERIT)
- Terrorism Liaison Office’s Committee
EMERGENCY NUMBERS

COD MAIN CAMPUS
425 Fawell Blvd., Glen Ellyn, IL 60137

COD Police Department
(630) 942-2000
Interior Campus Phone Line ...................... 2000

ADDISON CENTER
301 Swift Road, Addison, IL 60101

Addison Police
Emergency .................................................. 911
Non-Emergency ................................. (630) 543-3080

Addison Fire
Emergency .................................................. 911
Non-Emergency ................................. (630) 450-7225

CAROL STREAM CENTER
500 Kuhn Road, Carol Stream, IL 60188

Carol Stream Police
Emergency .................................................. 911
Non-Emergency ................................. (630) 668-2167

Carol Stream Fire
Emergency .................................................. 911
Non-Emergency ................................. (630) 668-4836

NAPERVILLE CENTER
1223 Rickert Drive, Naperville, IL 60540

Naperville Police
Emergency .................................................. 911
Non-Emergency ................................. (630) 420-6666

Naperville Fire
Emergency .................................................. 911
Non-Emergency ................................. (630) 420-6124

WESTMONT CENTER
650 Pasquinelli Drive, Westmont, IL 60559

Westmont Police
Emergency .................................................. 911
Non-Emergency ................................. (630) 981-6300

Westmont Fire
Emergency .................................................. 911
Non-Emergency ................................. (630) 981-6400

LISLE
2525 Cabot Drive, Lisle, IL 60532

Lisle Police
Emergency .................................................. 911
Non-Emergency ................................. (630) 271-4200

Lisle/Woodridge Fire Protection District
Emergency .................................................. 911
Non-Emergency ................................. (630) 964-2233

TEAM MEMBERSHIP

Joe Mullin (Chief of Police)
Jim Nehls (Deputy Chief of Police)
Kent Munsterman (Lieutenant)
Alma Camarena, Director, Human Resources
Tom Brady (Associate Dean and Director of Continuing Education/Homeland Security Education Center)
Dan Krakora (Manager of Fire Science and EMS Programs)
Joe Gilles (Faculty)
Phil Gieschen (Coordinator of Risk Management)
Murray Snow (Director of DuPage County Office of Homeland Security and Emergency Management)
Marty Keller (Director of Milton Township Community Emergency Response Team)
Kurt Vavra (Deputy Chief, Glen Ellyn Police Department)
Keith Krestan (Fire Chief, Lisle-Woodridge Fire Department)
Chuck Steele (Manager of Student Life)
Nathania Montes (Dean of Student Affairs)

APPROVAL AND REVISIONS

This document will be reviewed annually, by December 31, by the College of DuPage Police Department, with input from members of the Violence Prevention Committee, DuPage County Health Department—Behavioral Health, and other College staff.