



services wherever ~~University of Colorado~~CU Denver ~~Campus~~ and ~~University of Colorado~~CU Anschutz Medical Campus business is conducted, including extended studies and international locations.

## B. POLICY STATEMENT

University employees, students, affiliates, and visitors who engage in prohibited behavior shall be held accountable under University policy and local, state, and federal law. Any employee or student who commits prohibited behavior may be subject to disciplinary action, up to and including, dismissal or expulsion, as well as arrest and prosecution. Any visitor or affiliate who commits or threatens to commit prohibited behavior may be subject to exclusion from campus, arrest, prosecution, termination of ~~their his or her~~ business relationship with the University, and/or any other appropriate action.

Examples of prohibited behaviors may include any of the following behaviors that have the effect of causing a reasonable person to be in fear of harm to themselves or others, but are not limited to: (1) disturbing the peace by violent, tumultuous, offensive, or obstreperous conduct; (2) engaging in intimidating, threatening, or hostile statements or actions that unreasonably disrupts the work or learning environment, causes undue emotional distress to another, or creates a reasonable fear of injury to a person; (3) making gestures that convey threats; (4) or using fighting words; (5) uttering ethnic, racial, or sexual epithets; (6) making threatening comments about, or references to, violent events and/or behaviors; (7) waving fists, pushing, stalking, bullying, hazing; (8) destroying personal property in the workplace; (9) destroying university property; (10) physically assaulting or attacking persons or property; (11) throwing objects at persons or property; (12) engaging in vandalism, arson, or sabotage.

~~With regard to firearms, explosives and other dangerous or illegal weapons on or within any University of Colorado campus, leased building or areas where such possession interferes with the learning and working environment of the University of Colorado, please refer to Regent Policy 14.I, Weapons Control, and the forthcoming Ceampus Ppolicy on Weapons Control.????.~~

~~The possession, display, or use of any weapon, including any firearm, or the display or use of any object as a weapon, by any person other than a law enforcement officer in the course of his/her duty or by any person who has written permission from the Chief of Police or from the CU Denver or CU Anschutz Chancellor after consultation with the Chief of Police, in any location where University business is conducted, is a violation of Regent Policy 14 I and is strictly prohibited. This policy applies even to individuals who are carrying a weapon pursuant to a valid concealed weapons permit; such a permit does not operate to remove an individual from the scope of this policy. Possession of a firearm or weapon on University owned, leased, or controlled property or the Auraria Campus may be cause for immediate termination of employees, removal of visitors, expulsion of students, arrest and/or prosecution or any other action the University deems appropriate.~~

## C. REPORTING PROCEDURES

### 1. Emergency or Life-Threatening Situations

In the case of an emergency or life-threatening situation, immediately call 911. A call to 911 will go to the appropriate Campus, City, or County law enforcement agency. **A call to 911 from any campus telephone automatically registers the location of the telephone on which the 911 call was placed, even if no words are spoken.**

If calling from a cell phone on the Anschutz Medical Campus, During normal business hours, please contact University Police at (303) 724-4444 or use Safe Zone to report the emergency situation. ~~or~~ If calling from a cell phone on the Auraria Campus, please call Auraria Campus Police at (303) 556-3271. The AHEC Text-A-Tip number can also be a reporting avenue: 720-593-TIPS (8477).

### 2. Non-Emergency Situations

In all other situations, notify Human Resources the Faculty and Staff Threat Assessment (FaST) team at (303) 315-2700/182 or the CARE Team at (303) 724-8488 at CU Anschutz Medical Campus or (303) 315-7306 for CU Denver Campus. The FaST Team will engage other departments as appropriate, including Human Resources. If before or after normal business hours, or if Human Resources no one is available at that number is otherwise unavailable, or if the situation involves a Human Resources employee, notify University Police at (303) 724-4444, or Auraria Campus Police at (303) 556-3271.

### 3. Responsibility to Report

Anyone witnessing or receiving a report of prohibited behavior, or unauthorized possession, display or use of any unauthorized weapon shall immediately notify the appropriate authority, as listed above. Any supervisor who fails to make such a report shall be subject to corrective/disciplinary action.

### ~~4.~~ Workplace Violence Incident Report Form

The Workplace Violence Incident Report Form will be used by Human Resources and University Police to document each alleged violation of this policy. Copies of the form are available at on the -Human Resources website.

### ~~5.4.~~ Non-~~R~~etaliation and Confidentiality

To the extent possible, no adverse action will be taken against anyone for truthfully reporting a violation of this policy. Further, every effort will be made to protect the confidentiality of all personal identifying information provided in

reports of violations of this policy.

**D. DISPOSITION OF ALLEGATIONS; ~~TASK FORCE~~FaST TEAM AND CARE TEAM ROLE AND TEAMS' TRAINING**

1. Disposition

All reports of threatened, potential, or actual violent behavior or unauthorized possession, display or use of any weapon will ~~be investigated~~ undergo inquiry and be verified, documented, and confronted.

2. CARE Team

When it is alleged that a student has violated this Policy by engaging in ~~threatening~~threatened, potential, or actual violent behavior or unauthorized possession, display or use of any weapon, ~~the CARE Team~~HRthe CARE Team will investigate such reports and refer to the CARE Team for threat assessment, if necessary. The CARE Team will then refer recommended actions to the student's school or college for potential sanctions as part of the relevant school or college's student conduct process. The following units will assign individuals to serve as representatives to the CARE Team:

- Case Management
- Campus Student Affairs Office and/or Conduct Office
- Student Affairs for one School or College on a rotating basis (CU Anschutz, Medical Campus-only)
- University /AHEC Police
- University Counsel
- Office of Equity
- University Housing & Dining (CU Denver Campus)

~~2.3.~~ Task ForceFaST Team

HR will investigate reports regarding prohibited behavior or possession, display, or use of any unauthorized weapon, and coordinate the University's response to violent behavior. When determined to be necessary by Human Resources, or University Police if the situation involves a Human Resources employee, a report will be referred to the ~~Task Force~~FaST Team for threat assessment. The Task ForceFaST Team will investigate reports regarding prohibited behavior or possession, display, or use of any unauthorized weapon, and coordinate the University's response to violent behavior. The following units will assign individuals to serve as representatives to the FaST Team; ~~departments will designate individuals to serve on the Task Force Team:~~

- Human Resources
- ~~University~~ Police
- **Risk Management**

- ~~Legal~~ University Counsel
- Office of Equity
- ~~Health and Safety~~
- Campus Assessment Response and Evaluation (CARE) Team
- Auraria Police
- A licensed psychiatrist from the Department of Psychiatry
- Faculty with scholarly and applied expertise in workplace behavioral issues

~~4. Additionally, a licensed psychiatrist from the Department of Psychiatry shall be available for consultation with the Task Force FaST Team and the CARE Team in regard to mental health issues. Faculty with scholarly and applied expertise in workplace behavioral issues will also be identified to serve on the FaAST Team.~~

~~5.~~  
4. Training

All members of the FaST Team and the CARE Team will participate in training provided by the National Behavioral Intervention Team Association (NABITA).

The University encourages the training of all employees, students, and affiliates in this area. Please contact ~~Human Resources~~ Human Resources for more information.

**Notes**

1. Dates of official enactment and amendments:

September 1, 2005: Adopted  
 October 21, 2011: Revised  
 (TBD): Revised

2. History:

February 1, 2019: Modified to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university.  
~~TBD (Pending): Updates to the name, as well as the composition, of the team responsible for addressing reported violations of this policy. Revised to ensure compliance with Regent Policy 14.I, Weapons Control and Colorado laws.~~ Also

~~Describe Revision~~

3. Initial Policy Effective Date: September 1, 2005

4. Cross References/Appendix:

- Regents Policy 4.I

