

# THE ADMINISTRATIVE POLICY

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Duquesne University is committed to maintaining a safe learning and working environment for all members of the University community. The University will not tolerate acts of aggression, harassment, or violence on its campus, at off-campus locations administered by the University, or in its programs. This policy of “zero tolerance” includes but is not limited to verbal and/or physical aggression, attacks, threats, harassment, intimidation, bullying, domestic violence, the possession, display or threat of a weapon, or other disruptive behavior which causes or could cause a reasonable person to

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The focus of the Campus Community Risk Team is to prevent violence on campus, and its span is community wide, including administrators, staff, faculty, students, and visitors.

To the degree that local regulations allow, campus entities may report concerns about campus violence to the CCRT even if they are already reporting to other campus entities. The committee is not meant to displace or diminish the roles of existing violence-prevention programs in any way. Its purpose is to add a centralized layer of information.

Link to Campus Community Risk Team members  
<http://www.duq.edu/public-safety/ccrt.cfm>

Individuals who engage or threaten to engage in prohibited behavior shall be held accountable under University policy and under local, state and federal law. Any employee or student who commits or threatens to commit 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 his/her business relationship with the University, and/or any other appropriate action.

Reports of aggression, harassment, violence or threats of violence will be promptly investigated, and, if warranted, disciplinary action will be taken in accordance with applicable procedures. The University will notify law enforcement authorities of criminal conduct as appropriate. In addition, the University may refer individuals accused of violations of this policy for an assessment of the likelihood that they will carry out violent acts or are a danger to themselves or others.

The Employee Assistance Program and/or University Counseling Center will be available for consultation as appropriate.

The University will not permit retaliation against anyone who, in good faith, brings a complaint of acts of aggression, harassment, or violence or serves as a witness in the investigation of a complaint of campus violence.

Vendors who conduct business on University premises must conform to the requirements of this policy. The University reserves the right to remove from campus vendor employees who engage in acts prohibited by this policy.

REV. 2: 12.19.07  
3: 09.13.10  
4: 02.16.11  
5: 03.29.12  
6: 05.16.13