



Office of the President

Memorandum

Date: November 14, 2018
To: Campus Community
From: 
Soraya M. Coley, Ph.D.
President
Subject: Zero Tolerance Policy for Threats or Acts of Violence

Cal Poly Pomona is committed to creating and maintaining a working, learning, and social environment that is free from violence. The university has zero tolerance for threats or acts of violence against members of the campus community.

Civility, understanding, and mutual respect are intrinsic to excellence in teaching, learning, and maintaining a productive work environment. The university is also committed to providing a safe and healthy campus culture, which serves the needs of its many constituencies.

The university prohibits and will take decisive action to eliminate:

- verbal/non-verbal communication or conduct that is threatening, humiliating, intimidating, harassing
- behaviors or actions interpreted by a reasonable person as carrying the potential for violence and/or acts of aggression such as:
 - acts that can be interpreted as physical assault
 - threats to harm someone or endanger the safety of others
 - threats to destroy or the actual destruction of property
- possession of a weapon (Penal Code 626.9 prohibits bringing a firearm, knife, or dangerous weapon onto the campus of a public school, including the California State University)
- a hate crime (as defined in California Penal Code 422.55) or a hate incident, which includes any speech, behavior, or expression that is motivated by bias toward an individual or a group based on one's identity. Please refer to Cal Poly Pomona's Response Protocol for Hate Crimes and Hate Incidents at <https://www.cpp.edu/~cppbit/report-incident.shtml>.
- any action prohibited by CSU Executive Orders implementing Title IX, VAWA/Campus SaVE Act, and Related Sex Discrimination, Sexual Harassment and Sexual Violence Legislation. Please refer to Cal Poly Pomona's Title IX website (<http://www.cpp.edu/~officeofequity/title-ix>) for links to the current CSU Executive Orders, campus resources, and reporting requirements.

Such conduct is subject to disciplinary action up to and including dismissal from employment, expulsion from the university, or civil or criminal prosecution, as appropriate.

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To fulfill this policy, the university will work to prevent violence from occurring and will ensure that federal and state laws, as well as university regulations prohibiting violence, are enforced. In determining whether conduct constitutes a credible threat or act of violence, the circumstances surrounding the conduct will be considered.

It is the responsibility of every administrator, faculty member, staff member, and student to take any threat of violence seriously. All threats must be reported to the appropriate authority. Failure to report any threat is subject to disciplinary action. Managers/supervisors can also be held responsible for civil and personal liability. When confronted by an imminent or actual incident of violence, call 9-1-1 immediately.

When presented with a threat of possible violence, the following action is recommended:

- Threats by a student should be reported immediately to the University Police Department at (909) 869-3070 and Student Conduct & Integrity, Antonio Quezada, at (909) 869-6985.
- Threats by a staff or student employee should be reported immediately to the Police Department at (909) 869-3070 and the reporting employee's supervisor, who will contact the Associate Vice President for Human Resource Operations, Sharon Reiter, at (909) 869-3016, for assistance.
- Threats by a faculty member should be reported immediately to the University Police Department at (909) 869-3070 and the appropriate dean's office for consultation with the Associate Vice President for Faculty Affairs, Dr. Martin F. Sancho-Madriz, at (909) 869-3197.
- Threats from others not affiliated as a student or employee of the university should be reported immediately to the University Police Department at (909) 869-3070.
- Threats or acts of sexual violence should be reported to the Title IX Office at (909) 869-4646.

The Cal Poly Pomona Behavioral Intervention Team (B.I.T.), formerly PolyCARES, works to promote prevention, education, early intervention, and support to students, faculty, and staff to assist students in distress. The B.I.T. reviews concerns raised by members of the university community to proactively respond to students who have displayed patterns of behavior that may impact their academic success including but not limited to threats, repeated suicidal behavior, violent actions, or other disruptive behaviors of concern. The B.I.T. will consider coordinated, thoughtful, and appropriate responses to promote campus safety and ensure that students in distress are offered supportive intervention and guidance, thus preventing negative outcomes. For more information please visit the Cal Poly Pomona B.I.T. website at <http://www.cpp.edu/cppbit>.