



CAMPUS SAFETY: Q & A

VIRGINIA TECH TRAGEDY:

Could an incident such as the one that occurred on the Virginia Tech campus happen at UNCW?

UNCW is not immune from incidents such as the one that occurred on the Virginia Tech campus. Nevertheless, UNCW is committed to providing the safest campus environment we can for our students, faculty and staff. To do that, UNCW continually assesses the safety of our campus community and then institutes new measures to enhance it.

Will UNCW change its approach to campus safety in light of the Virginia Tech tragedy, as so many campuses across the nation are doing?

UNCW intends to continue its approach, which is an ongoing review we initiated several years in order to develop a more comprehensive approach to campus safety. As soon as the Virginia Tech situation began to unfold, Chancellor DePaolo and other administrators most directly involved with campus safety had intense discussions focusing on strengthening UNCW's already extensive safety plans and communication procedures. Included in that discussion was increasing both the number and the variety of emergency drill scenarios in which campus administrators practice and test UNCW's emergency response protocols.

Events, such as what happened at Virginia Tech, present an opportunity to educate and remind the UNCW campus community about safety-related issues.

What is UNCW doing to prevent such a tragedy from occurring on our campus?

UNCW has implemented a number of initiatives, systems and protocols to ensure, as much as possible, the safety and security of our students, faculty and staff. This includes investing almost \$2 million in safety enhancements since 2004.

Following are some of UNCW's existing and new safety initiatives:

- Increasing police staffing, training and response capabilities
- Requiring UNCW's Safety and Security Council to conduct campus safety tours twice a year, targeted for different seasons, as a means for identifying safety issues that need addressing or enhancement. These tours resulted in numerous changes in the areas of landscaping modifications, exterior lighting enhancements and pedestrian walkways.
- Installing additional Emergency Call Boxes (by August 2007 we will have almost 100 Emergency Call Boxes on campus); the location of these call boxes are identified on the university's campus map at: http://www.uncw.edu/ba/flash/callbox_map.pdf or the interactive campus map at http://www.uncw.edu/ba/campus_map/index.htm

- Installing an e911 system that identifies the specific building and room on campus from which the emergency call was made
- Increasing the physical security of campus buildings, especially student residences, through the use of keycards, desk receptionists assigned to the main lobby of each residence on a 24 hour basis, and random patrols by police officers; security cameras have been installed on our new residences, and a plan for installing such cameras in our existing residence halls has been established
- Implementing various educational initiatives and training such as Active Shooter (Rapid Response), www.uncw.edu/police and Workplace Violence
- Improving systems to communicate with students, faculty and staff
- Revising our policies and procedures to ensure multiple avenues for students, faculty and staff to report incidents of violence, stalking, harassment and other intimidating behaviors and suspicious activity
- Establishing *Crossroads* - a comprehensive program dedicated to creating a healthier environment regarding alcohol and drug use
- Establishing *C.A.R.E* (Collaboration for Assault Response & Education) - any student affected by issues of violence and harassment has a variety of options and services available on- and off-campus
- Securing student, faculty and staff identities through responsible computing practices training
- Minimizing the possibility of violent incidents through environmental design, including adequate and uniform lighting levels and removal of dense vegetation to increase visibility in pedestrian areas; expanding the network of Emergency Call Boxes in parking lots and at shuttle stops; well lit and well marked pedestrian corridors, crosswalks and pathways
- Establishing parking regulations that allow all students to access spaces adjacent to campus buildings after 4 p.m. and on weekends
- Providing escort services 24 hours a day by calling UNCW Police

CAMPUS SAFETY & SECURITY

How safe is UNCW?

Although UNCW is an open campus, it is also very safe. It is a public institution that attracts visitors to our campus to attend cultural events, lectures, musical entertainment, theater, athletic events and to visit the library.

UNCW's most recent Campus Crime and Security Report can be found at: www.uncw.edu/police

Who monitors safety and public health issues facing the university?

In addition to the UNCW Police Department, the Student Counseling Center, and the Health Center, UNCW's Safety and Security Council assesses the campus' physical environment, policies and code of conduct, and safety resources to determine ways to enhance security.

UNCW's Environmental Health and Safety Department (<http://www.uncw.edu/ba/safety/>) regularly assesses and updates crisis management plans for a wide range of potential emergency situations, and

works with ITSD to review and evaluate the effectiveness of various channels for communicating with students, faculty and staff.

Does UNCW have a campus safety plan?

UNCW's safety plan is multi-faceted with an emphasis on prevention, support and education. The plan addresses not only the safety of students, but also the university's responses to crime, drug abuse, terrorism and sexual harassment. There are several documents that collectively comprise UNCW's Safety Plan:

(1) The 2004 Task Force on Campus Violence Prevention and the 2004 Task Force on Education and Training Initiatives for Campus Violence Prevention made many recommendations which were prioritized and include but are not limited to:

- Physical environment - lighting plan; landscape guidelines; parking lot components; blue light emergency phone plan; formal addresses for campus building locations/roads to allow e911 capability; card access control locks; security cameras; pathway guidelines for sidewalks and crosswalks
- Fostering a culture of non-violence (C.A.R.E. - Collaboration for Assault Response & Education), including educational programming funded by a \$260,000 grant from the United States Department of Education; establishment of a new assistant director position in C.A.R.E. to focus on the role of men in violence prevention; Counseling Center; safety education as part of student orientation; alcohol and drug abuse education
- Safety resources and support - additional police officers; residence hall monitors; Employee Assistance Program administered through Deer Oaks; and a safety-related Web site <http://www.uncw.edu/safe-relate/>
- Education and Training - RAD training; Active Shooter training www.uncw.edu/police/; Workplace violence workshops; Resident Advisor training (<http://www.uncw.edu/ba/police>)
- Personnel, staff and students - criminal background checks of all new employees, including faculty; student applicant protocol and guidelines with background checks; Homeland Security BASIC Pilot checks of all new employees
- University Police Department Law Enforcement training and response
- Crisis Communication Plan that is compliant with the federal National Incident Management System guidelines
- Policy and Protocol reviews and revisions - multi-faceted and ranging from sexual assault policy to harassment to workplace violence protocol to illegal drug notice, etc.

(2)The University of North Carolina Wilmington's policies, procedures, and protocols related to campus safety and violence prevention include:

- Workplace Violence Policy and Protocol: <http://www.uncw.edu/policies/08-540-workviolence.htm>
- Sexual Assault Policy: <http://www.uncw.edu/policies/04-130-sexualassault.htm>
- Harassment Prevention Policy: <http://www.uncw.edu/policies/02-200-harassmentprevention.htm>

- Harassment Resolution Procedures: <http://www.uncw.edu/policies/02-210-harassmentresproc.htm>
- Weapons on Campus Policy: http://www.uncw.edu/policies/business/05-501-weapons_on_campus.htm
- Crime Reporting Policy: http://www.uncw.edu/policies/business/05-502-crime_reports.htm
- Security Camera Policy: <http://www.uncw.edu/policies/business/05-301-camerapolicy.htm>
- Criminal Background Checks of Employees: <http://www.uncw.edu/policies/08-151-backgroundcriminal.htm>
- Applicants for Student Admission protocol and CSI Committee to review backgrounds of identified applicants.
- Homeland Security BASIC Pilot project

(3) UNCW's Emergency Response Plan, including a crisis communication response plan, can be found at the following UNCW Web site:
<http://www.uncw.edu/ba/safety/documents/AllhazardsPlanoutlinet.pdf>

(4) A General Order that directs our law enforcement's response to "Active Shooter" incidents. Community training documents can be accessed from www.uncw.edu/police. The protocol is consistent with other law enforcement agencies in New Hanover County and is based on the Rapid Deployment training implemented in the public school systems. UNCW Officers are trained and have exercised this training. Building on that training, UNCW Police facilitate a workshop on the topic of community preparedness that discusses the roll of community members in shooting situations and best practices for limiting casualties. This training is available to students, faculty and staff.

Does UNCW have security cameras?

UNCW has a policy that allows security cameras as long as certain standards are met, namely integration with the University-purchased Lenel Security System and conformity to standards of privacy and data protection.

http://www.uncw.edu/policies/documents/05.301_cameraPolicy_final060106.pdf

There are a number of security cameras in residence halls, as well as elsewhere on campus. The cameras have excellent nighttime capability and can respond to a card entry into a building. The cameras act as deterrents, and the cameras' video capabilities help to provide valuable evidence as part of the investigatory process. The videos also are activated when a door is left open.

Do residence halls have door locks?

A new Lenel security system has been installed in all UNCW residence halls, except the suites and the older apartments. The Lenel system allows UNCW to program doors to open and close for night and weekend events, thereby providing better overall security on evenings and weekends. Ground accessible doors are locked twenty-four hours per day, seven days per week; they are alarmed to alert desk staff that doors have been compromised. A staff member checks each door that is compromised and resets the alarm system. Therefore, students who reside in a particular residence hall have programmed access only to their assigned residence hall. Students must use their University IDs to access their assigned residence halls.

In addition, residence hall reception desks are staffed twenty-four hours a day, seven days a week. We use student employees from 8 a.m. to midnight, and we have contracted full-time uniformed security guards from midnight to 8 a.m. All desk personnel are expected to check IDs after an individual swipes a card reader for building access. Resident students are expected to sign their guests in and out at the reception desk. In addition, resident students are expected to escort their guests at all times.

University Police Officers also patrol our residence halls on a random basis seven days per week.

Can other university buildings be locked?

The Lenel system also has been installed in many administrative/academic buildings. For each of these buildings, automatic card entry locks were installed on every exterior door, and card entry was added to internal doors as needed to protect critical contents, such as research. Other buildings have access restrictions, depending on the nature of the work that takes place within them. Some of our research laboratories fall into that category.

A few buildings still rely on key control, but those will be converted to card access before the end of the year.

Would the University "lock down the campus" if faced with a serious threat? How would such a decision be implemented?

Because the UNCW campus is quite large, we cannot completely cut off access to the entire university in response to any one situation. Nevertheless, Chancellor DePaolo or her designee, and emergency responders, including UNCW Police, have the authority to close public access to the campus if a situation poses an imminent danger to the campus community.

What is more likely to happen is that the university would make the decision to isolate particular areas of campus where activity of concern may be occurring, using a variety of law enforcement and transportation personnel to limit access, create perimeters and warn campus community members to shelter-in-place or to follow other safety procedures appropriate for a particular situation. Police do have the capability with the Lenel system to automatically lock a building's exterior entrances with one system command.

Simply stated, any decisions and/or actions taken in response to a particular safety issue will be based on several considerations: (1) the circumstances involved; (2) the degree to which the issue impacts the safety of the larger campus community, and (3) whether the actions can be practically implemented.

Are weapons allowed on campus?

With the exception of law enforcement and other emergency personnel, the possession of weapons is not allowed on campus, even if individuals have a permit. It is a felony in North Carolina to possess a firearm on a university campus. A student with a firearm on campus is subject to

arrest by police and action as described in the *UNCW Code of Student Life*.
UNCW's Weapons on Campus Policy can be found at:
http://www.uncw.edu/policies/business/05-501-weapons_on_campus.htm

UNIVERSITY POLICE & LAW ENFORCEMENT

What kind of police presence does UNCW have? What kind of training do UNCW police officers have?

UNCW's Police Department is comprised of highly trained law enforcement staff, who are supported by a fully functional 911 and public safety communications center. There is also a silent witness program to encourage the reporting of suspicious activities. UNCW police officers are sworn and certified law enforcement officers who are armed and have full powers of arrest. In addition, the UNCW Police Department has a close working relationship with the Wilmington Police Department, the New Hanover County Sheriff's Office and, in fact, with law enforcement agencies throughout the region and across the state. These agencies have mutual response protocols and have committed their support to our community, if needed.

UNCW Police training far exceeds the minimum required by North Carolina's Criminal Justice Standards Commission. Furthermore, since the Columbine High School incident, police forces nationwide changed training procedures to anticipate scenarios such as the one that occurred recently on Virginia Tech's campus. UNCW Police officers are rigorously trained to respond to a number of scenarios, including an active shooter situation. Additional information regarding the Active Shooter Rapid Response Protocol and the Rapid Response Checklist can be found on the UNCW Website at <http://www.uncw.edu/police>.

What services do UNCW Police provide?

In addition to the more familiar, and traditional, law enforcement services found in modern police agencies, UNCW police provide a number of other services:

- conduct random patrols of our residence halls and other campus buildings
- provide security escorts when requested
- obtain domestic violence protection and civil no-contact orders regardless of residence status
- provide assistance with flat tires, dead car batteries, and keys locked in cars
- facilitate a variety of educational programs - ranging from self-defense for women to property security to community response protocols for situations such as the shooting that occurred at Virginia Tech
- work closely with the Student Affairs staff to educate students about crime and safety-related issues in the residence halls and in other settings as well
- share safety tips on the public safety web page and produce an annual security report, which includes crime statistics. The most recent report can be reviewed at <http://www.uncw.edu/police>

While concentrating on preventing crime, UNCW's police officers make a significant contribution to campus life, by taking opportunities to interact with students, faculty and staff, and by encouraging community partnerships in safeguarding the investment the people of North Carolina have made in the University.

Academic Affairs and University Police partnered together to allow female students the option to take Rape Aggression Defense Training (RAD) in the lab portion of PED101, a required course for all students. Other RAD training classes are provided to anyone wanting to participate. The training schedule can be accessed from www.uncw.edu/police. Additional information regarding personal safety can be accessed from <http://www.uncw.edu/safe-relate/campusResources.htm>.

TROUBLED INDIVIDUALS WHO MAY POSE A SAFETY RISK

Are background checks conducted on students who apply to UNCW?

UNCW has a comprehensive 3-level process. In processing an application, the admission staff carefully reviews an applicant's entire profile and searches for gaps in educational history, inconsistent information, and any affirmative answers to the campus safety questions. Any application that raises concern is reviewed by the Associate Provost for Enrollment Management. The Associate Provost will initiate a request for a criminal background check. Upon receiving the background materials, the file is reviewed by the Campus Safety and Investigation Committee to determine if the student should be allowed to proceed in the admission process, be denied further consideration or referred to the Office of the Dean of Students for extensive investigation. In those cases, the applicant is referred to the Office of the Dean of Students; an intensive investigation is conducted to determine the potential threat to the safety of the University community. This may include substantial documentation, including, but not limited to, court records, counselor recommendations, probation officer reports and any other materials deemed necessary by the Associate Dean. Each applicant is contacted through written correspondence by the Associate Dean, who informs them that an in-person interview is required. Upon completion of the comprehensive investigation, the Associate Dean returns the findings to the Campus Safety and Investigation Committee with a recommendation either for approval of further admission processing or denial. If approved by the Council, the Office of Admission will then review the applicant's entire credential package according to the same process afforded to each applicant.

How does the University deal with troubled students or individuals who could potentially pose a safety risk?

Given the stressful nature of the academic environment, situations arise in which a distressed student becomes known to a member of the campus community. The Counseling Center routinely provides services to students experiencing varying levels of distress and frequently receives referrals from faculty, staff and students. In the vast majority of situations, meeting with professional counselors can address the concerns presented by these students.

When information suggests that a student's behavior poses a danger to either themselves or to the community, in the absence of an immediate threat that the University Police must address, the University will call upon the Counseling Center to provide a risk assessment to evaluate whether additional support services or psychiatric hospitalization may be required. In this assessment process, consultation with professional counselors staff is an integral part of the established protocol in assessing at-risk students. When warranted, the Dean of Student's office and/or the University Police will be contacted for consultation and assistance.

During the assessment interview, professional counselors will attempt to assess a number of general and specific issues including the level of immediacy and extent of planning that involves the threat of harm, the student's current psychological state (e.g., thought processes, orientation to reality, substance use, mood, judgment, and level of impulsivity), the extent to which the student reports supportive people in his/her circle (including family and friends). The information about available support provides some insight into the student's degree of social isolation as well as the resources available to the student which might reduce the likelihood of acting upon thoughts of harming self or others. Additional issues addressed include the student's expressed intent of engaging in harm to self or other as well as any past history of engaging in similar behaviors.

If the assessment results in the determination that a student needs additional assistance, professional counselors move to work towards a voluntary hospitalization or involuntary commitment (if a student is uncooperative) to the local psychiatric hospital. If an at-risk student is transported from the Counseling Center for a voluntary hospitalization or an involuntary commitment, the Dean of Student's office is notified with a request to contact the student's parent(s) or emergency contact. In other specific circumstances not involving risk of harm to self or others, the student may be requested to allow contact between a professional counselor and parents or other University officials to discuss options for better assisting the student in managing their well-being.

How should students, faculty and staff report suspicious, unusual or disturbing behaviors?

A number of educational and training programs have been established. Incoming students receive training in recognizing and avoiding dangerous behavior. These programs encourage students to be vigilant and report any unusual or potentially dangerous situations or circumstances to UNCW Police. Siren education will be added to this year's orientation sessions. In addition, female students have the option of substituting Rape Awareness Defense (RAD) classes for the required lab in PED 101.

Community members are encouraged to contact UNCW Police Emergency 911, Non-Emergency (910) 962-2222 and anonymously by calling 962-TIPS or by utilizing anonymous email from www.uncw.edu/police.

Across the UNCW campus, there are almost 100 emergency call boxes that can be used for communicating with the police department, whether an emergency exists or not. These call boxes are nine feet tall and have a blue light

on top. To use a call box, an individual simply pushes the button and waits for a response from the police dispatcher. When speaking back to the dispatcher, an individual simply presses the button and speaks clearly into the speaker on the box. Police respond immediately, and the strobe light will begin flashing to assist officers in locating the exact position of the caller. The location also will be broadcast over police radios, which are monitored by the police dispatcher and the officers in patrol cars.

COMMUNICATING: KNOWING WHAT TO DO IN EMERGENCY SITUATIONS

How do people know how to respond in an emergency?

UNCW has a thorough and extensive response plan. The plan emphasizes fast reaction to incidents, swift notification of emergency services and the rapid involvement of senior university officials. Be assured that UNCW's University Police and Environmental Health and Safety personnel consider a multitude of contingencies and work hard to provide a safe and secure campus environment.

When criminal activity or other situations on campus appear to pose a threat to the safety of the campus community, the Crisis Decision Team, comprised of key members from the Chancellor's Executive Cabinet, along with an emergency operations team standing ready to provide support, assesses the situation as quickly as possible and then disseminates appropriate information to students, faculty and staff by choosing from a menu of available communication tools.

Additional information regarding UNCW's emergency management and emergency response can be found at

http://www.edu/ba/safety/emergency_management.html

How does UNCW communicate with students, faculty and staff during an emergency situation?

In an effort to provide timely notice to the university community, crime warnings or Police Alerts are usually posted when a crime poses an ongoing threat to students and employees. Notice will usually be given when one of the following incidents is reported to the UNCW Police Department: Arson, Aggravated Assault, Murder/Criminal Homicide, Robbery, sex Offenses, and other incidents as deemed appropriate.

Most often, a blast email is disseminated to all faculty, staff and students. In addition, pertinent emergency information about a particular situation will be posted to a number of the UNCW Websites, including the home page, @UNCW, News and Events, SeaNet, and SeaPort. On an on-going basis, UNCW police regularly share safety tips with the campus community when specific events trigger such a warning. Students, faculty and staff are encouraged to follow tips and procedures described on the Environmental Health and Safety Website (<http://www.uncw.edu/ba/safety/>). Hurricane safety measures, including evacuation procedures, also can be found on this same Web site.

In addition to blast (broadcast) emails to students to advise them about emergency situations, UNCW uses a number of other communication methods:

There are several communication mechanisms that serve the UNCW campus community:

- Broadcast voicemails
- A dedicated cable channel for video feeds/updates to all dorm rooms
- RSS feeds to internet subscribers
- Campus advisories posted on the UNCW homepage
- Community meetings
- Media alerts
- e911 services available from any campus telephone
- An emergency hotline (1-888-657-5751 or 910-962-3991)
- Emergency call boxes throughout campus
- An offsite emergency web presence that can be activated in case of an emergency
- Residence hall assistants also may relay safety messages and instructions.

UNCW also has taken steps to purchase and implement a siren for instant notification. UNCW is also in the process of reviewing other new technologies and will select those that would best compliment the siren in disseminating additional information rapidly and effectively.

Additional methods for rapid communication are being reviewed. They include:

- Broadcast text messaging to registered cell phones
- Scrolling messages on all channels of our cable television network
- RSS feed to which Facebook users can subscribe
- A warning siren
- A campus public address systems

COUNSELING

What support systems does UNCW have in place for its students, faculty and staff?

Students:

Each resident hall has a number of staff members who can assist students with needs that may arise. UNCW has seven master-degreed staff members living within our residential facilities. There are six graduate assistants and sixty resident assistants who reside in the residential facilities with our resident students. A professional staff member is on-call nightly for our campus, and there is a resident assistant on duty nightly in each of our residential facilities.

In addition, students can take advantage of UNCW's staff of highly-trained professional counselors. The UNCW Counseling Center, located in Westside Hall, is prepared to be of assistance to students or anyone else who is part of the UNCW community. Service is available 24 hours a day, seven days week. Counseling services for students are available in Westside Hall or by calling (910) 962-3746

Faculty and Staff:

UNCW utilizes the State of North Carolina's employee assistance program. Counseling services for faculty and staff are available by calling 1-877-327-7659 or emailing eap@deeroaks.com.