

DHE Statewide Trustees Conference | October 27, 2016

# Campus Safety & Risk Management Tool Box



MASSACHUSETTS  
Department of  
Higher Education

# Summary of Presentation

- **Context/Overview - BHE strategic priority**
- **BHE's June 2016 Campus Safety and Violence Prevention Task Force Report**
  - Project Approach
  - Themes
  - Key Findings and Recommendations
  - Role for Trustees
- **Next Steps - FY17 Focus**

## Context/ Overview: BHE Initiative

- Campus Safety and Violence Prevention (CSVP) - BHE Priority
  - FY 2008 - CSVP report on best practices to strengthen prevention and response security protocols (active shooter)
  - FY 2015 - updated segmental Title IX policies and affirmative action plans
  - FY2016 - CSVP Task Force on campus safety and violence prevention
- June 2016 Task Force Report: *Securing Our Future: Best Practice Recommendations for Campus Safety and Violence Prevention*
  - Seeks to advance a systemic approach to addressing campus safety and violence through governance, planning, protocols, and communication
  - <http://www.mass.edu/bhe/lib/documents/MACampusSafety&ViolencePreventionReport2016.pdf>

# Project Approach

## Multi-task Approach:

- **Task 1:** Assess Existing State Policies and Procedures through a statewide survey
- **Task 2:** Conduct Site Visits and Interviews with selected institutions
- **Task 3:** Conduct National Research
- **Task 4:** Identify Key Findings and Develop Recommendations for Enhancement

# Themes of the Report

- Higher Education is different
- Governance is key
- Ownership must be shared
- Flexibility for the future
- Do not reinvent the wheel
- Communication gaps foster perception gaps

# Key Findings

- Much progress has been made since the release of the 2008 report
- Engagement and support from leadership is critical
- Students learn and retain knowledge in different ways
- No institution is immune from violence
- There is an overlap between sexual violence and alcohol (or substance) use

# Recommendations

- Divided into 3 categories:
  - Cross-sectional
  - Active Shooter
  - Sexual Violence
- Organized by:
  - Guiding Principles – concepts by which to devise CSVP program
  - Baseline Capabilities – necessary minimums to adequately plan/prepare and respond
  - Recommendations for Implementation – ways to achieve the baseline and beyond

# Cross-Sectional Recommendations

## *Guiding Principle 1: Coordinated, Collaborative Approach*

### **1. Active, Coordinated Approach at the System Level**

1.1 Provide a centralized resource to advance campus safety and violence prevention initiatives

### **2. Strategic Planning Process at the Institution Level**

2.1 Elevate Board of Trustees engagement

2.2 Establish a cross-divisional committee at the institution level

2.3 Increase visibility and accessibility of Campus Police/Public Safety Officers

2.4 Focus on training and awareness efforts to reach students effectively

### **3. On-Campus Resources and External Partnerships**

3.1 Provide access to appropriately trained counselors on campus and/or in the community

3.2 Provide access to mental health professionals trained in identifying, assessing, treating, and managing individuals at risk of perpetrating violence

3.3 Provide access to substance abuse resources for students, faculty, and staff



# Active Shooter Recommendations

## *Guiding Principle 1: Planning*

### **1. Policies and Protocols**

- 1.1 Develop, implement, and maintain a comprehensive emergency operations plan
- 1.2 Create a multi-disciplinary campus emergency operations team
- 1.3 Attain state accreditation for campus law enforcement

### **2. Prevention Efforts**

- 2.1 Establish and train a campus Behavioral Threat Assessment and Management Team
- 2.2 Establish a central point of contact for reporting suspicious behavior
- 2.3 Actively engage with local law enforcement and intelligence groups
- 2.4 Employ social media review services

### **3. Education and Training of Students, Faculty, and Staff**

- 3.1 Provide active shooter training for students, faculty, and staff
- 3.2 Develop active shooter awareness campaigns

### **4. Electronic and Physical Security**

- 4.1 Evaluate the use of electronic security systems and door locking hardware
- 4.2 Explore additional technology options
- 4.3 Adopt building security design using Crime Prevention through Environmental Design

# Active Shooter Recommendations

## *Guiding Principle 2: Communications*

### **5. Mass Notification Process**

- 5.1 Use various modes of communication to reach the campus community in an emergency
- 5.2 Develop preset messages for rapid release
- 5.3 Establish a clear process and policy for authorization

### **6. Internal Communications**

- 6.1 Follow the National Incident Management System and Incident Command Structure
- 6.2 Develop and maintain key personnel emergency contact sheets

### **7. External Communications**

- 7.1 Ensure radio interoperability with local law enforcement partners
- 7.2 Develop a communications plan for outside the immediate campus community

# Active Shooter Recommendations

## *Guiding Principle 3: Response*

### **8. Law Enforcement Training**

- 8.1 Adopt a foundational training and response approach to active shooter
- 8.2 Conduct additional training specific to active shooter response

### **9. Law Enforcement Equipment**

- 9.1 Ensure access to proper response equipment
- 9.2 Ensure adequate training on all equipment

### **10. External Resources**

- 10.1 Establish written agreements with local and state police agencies
- 10.2 Share information resources with campus, local, state, and federal partners

# Sexual Violence Recommendations

## *Guiding Principle 1: Prevention*

### **1. Strategic Planning**

- 1.1 Create a team focused on the prevention of, and response to, sexual violence
- 1.2 Conduct campus climate surveys
- 1.3 Obtain additional student input and encourage student engagement
- 1.4 Consider practical ways in which to address the prevalence of alcohol on residential campuses
- 1.5 Implement a policy regarding minors on campus

### **2. Training and Awareness**

- 2.1 Provide training to promote awareness and increase prevention in a variety of ways, at different times
- 2.2 Provide training to faculty, staff, and volunteers
- 2.3 Include information regarding the LGBTQ community and students with disabilities
- 2.4 Engage male students, male athletes, and Greek Life members
- 2.5 Strive to make training mandatory
- 2.6 Educate students about the relationship between alcohol/drugs and sexual violence
- 2.7 Train those interacting with minors on campus

# Sexual Violence Recommendations

## *Guiding Principle 2: Reporting*

### **3. Clear Reporting Methods**

- 3.1 Clarify Confidential Employee and Responsible Employee
- 3.2 Expand access to confidential resources

### **4. Communication**

- 4.1 Communicate sexual violence reporting options in a variety of ways
- 4.2 Consider the particular needs of international students

# Sexual Violence Recommendations

## *Guiding Principle 3: Response*

### **5. Internal Resources and Process**

- 5.1 Provide survivors of sexual violence with access to a variety of resources
- 5.2 Provide accused individuals with access to a variety of resources
- 5.3 Provide other affected individuals with access to appropriate resources
- 5.4 Ensure investigators have the appropriate training and time to investigate cases
- 5.5 Ensure a prompt, thorough, and impartial complaint process

### **6. External Resources**

- 6.1 Form alliances with off campus partners

# Strategic Planning Process at the Institution Level

## ➤ **Elevate Board of Trustees Engagement**

The Board of Trustees for each institution carries a level of responsibility for managing and mitigating risks, as an important part of their overall fiduciary duty. Trustees need to be engaged in some level of oversight through the higher level strategic planning process to help make critical decisions related to initiatives and budget priorities. To this end, Trustees are encouraged to form campus safety and violence prevention committees, and receive regular updates on applicable issues, to enhance accountability for the quality of campus life at all levels of the institution.

# Next Steps in Campus Safety Effort: FY17 Focus

- **Strategic Planning**
- **Campus Climate Surveys**
- **Training and Awareness Programs**



# Questions

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