

COLLEGE VIOLENCE PREVENTION PLAN

Effective August 1, 2024



College Violence Prevention Plan
Effective August 1, 2024

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APPROVAL

Annually, the College Violence Prevention Committee reviews, updates, and modifies as necessary the College Violence Prevention Plan. The plan is then forwarded to the Emergency Management Planning Committee and the Vice President of Finance and Administration for review, concurrence, and approval recommendation. The recommended plan is then forwarded to the College President for final approval. After College approval, the plan is forwarded to the counties where the College has campuses for their emergency management agencies to review and comment. Signatures are obtained on the original written plan, and the written plan with original signatures is retained for seven years.

The College Violence Prevention Plan is posted online for members of the College community and the public at large to view. Each year the newly approved plan replaces all previous plans.

Effective Date: August 1, 2024

Annual Reviewers:



Keith A. Gehrand
Assistant Director, Public Safety – Emergency Mgt.
Heartland Community College
Co-Chair, College Violence Prevention Committee
Primary Point of Contact



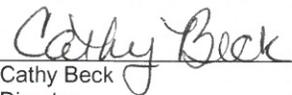
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FOREWORD

The safety and security of students, employees, and visitors to the College campuses is one of the highest priorities for Heartland Community College. In compliance with the Illinois Campus Security Enhancement Act (110 ILCS 12/20), the following College Violence Prevention Plan (CVPP) is provided. The CVPP was developed utilizing representatives from across the College and local communities.

The CVPP provides a general overview of existing College policies and procedures for addressing violence at any Heartland Community College campus location. In addition, the CVPP provides an overview of two key teams: (1) the College Violence Prevention Committee, and (2) the Behavioral Intervention Team.

The College Violence Prevention Plan is available to the College community via the Web at:
<https://www.heartland.edu/publicSafety/index.html> .

College Violence Prevention Plan
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LETTER OF PROMULGATION

This plan is approved and formally adopted as the College Violence Prevention Plan (CVPP) for Heartland Community College. The CVPP details violence prevention strategies of the College. It is designed to comply with federal and state regulations, and to provide a review of policies and procedures for dealing with violence in the College community. The CVPP is dedicated to ensuring any reasonably known behavioral or mental health issue, or violent incident, is addressed in accordance with established College policies and applicable sections of law.

The CVPP is in keeping with the mission and values of the College and shall be consistent with the policies and procedures established by the College.

Approved and adopted this 1st day of August 2024.

Noah Lamb, MBA
Vice President, Finance and Administration
Heartland Community College

DISTRIBUTION LIST OF CVPP RECIPIENTS

The College Violence Prevention Plan (CVPP) is made available to the Heartland Community College (HCC) community via the College's Department of Public Safety website at <https://www.heartland.edu/publicSafety/index.html> . Copies of the CVPP, either printed or electronic, are distributed to the following individuals.

CVPP Recipient	Date Issued	Issued By	Full or Partial CVPP
President		K. Gehrand	Full
Provost and VP, Academic Affairs		K. Gehrand	Full
VP, Finance and Administration		K. Gehrand	Full
VP, Enrollment and Student Services		K. Gehrand	Full
Executive Assistant (Executive Office)		K. Gehrand	Full
Executive Director, Facilities		K. Gehrand	Full
Chief Information Officer		K. Gehrand	Full
AVP, Enrollment and Student Services		K. Gehrand	Full
AVP, Academic Affairs		K. Gehrand	Full
AVP, Finance and Administration	Vacant	K. Gehrand	Full
Dean of Students		K. Gehrand	Full
Assistant to the President, Institutional Effectiveness, Equity, Diversity, and Inclusion		K. Gehrand	Full
Director, Lincoln Campus		K. Gehrand	Full
Director, Pontiac Campus		K. Gehrand	Full
Director, Risk Management and Public Safety		K. Gehrand	Full
Assistant Director, Public Safety – Emergency Management		K. Gehrand	Full
Director, Fitness and Recreation Center and Athletics		K. Gehrand	Full

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Executive Director, Human Resources		K. Gehrand	Full
Regional Coordinator, Illinois Emergency Management Agency		K. Gehrand	Full
McLean County Emergency Management Agency		K. Gehrand	Full
Logan County Emergency Management Agency		K. Gehrand	Full
Livingston County Emergency Management Agency		K. Gehrand	Full

COLLEGE VIOLENCE PREVENTION PLAN

I. Introduction

The safety and security of the College's students, employees, and visitors are major priorities for Heartland Community College. To this end and in compliance with the Illinois Campus Security Enhancement Act, the College annually reviews its College Violence Prevention Plan (CVPP). The College strives to have a plan involving all aspects of the College community and all three campuses.

The potential for violence is present everywhere in our nation, and it is prudent for the College to identify and attempt to mitigate any potential violence to the College community. All persons on the College campuses, regardless of their affiliation(s) or course(s) of study, should be able to pursue their intended purposes in an environment free from violence or harassment.

This plan outlines processes used by Heartland Community College and local resources to prevent violence on College property. This plan has been developed with local and countywide organizations, and the procedures are our standards for a response. This plan serves as a foundation for emergency management, violence prevention, and outlines the implementation of Heartland Community College's Violence Prevention Committee and College's Behavioral Intervention Team.

II. College Violence Prevention Committee

Heartland Community College recognizes the importance of an environment free from violence, harassment, or intimidation while acknowledging the diversity of its students, employees, and visitors. The College Violence Prevention Committee (CVPC) was established to create and maintain the CVPP for the protection of College students, employees, and visitors. Membership of the CVPC includes representatives from a wide variety of College departments and the CVPC make-up can be viewed in Appendix A. The College also maintains memberships on local, county, and statewide organizations related to violence prevention and assistance to victims.

The CVPC is obligated to review the CVPP annually and provide modifications as necessary. The revised CVPP will be reviewed by the College's Emergency Management Planning Committee (EMPC), and additional changes will be made as necessary. Once endorsed by the EMPC, the plan will be submitted to the Vice President of Finance and Administration who will, in turn, forward the recommended revised plan to the College President for final approval. After approval, the plan will be sent electronically to the emergency management agencies of Livingston, Logan, and McLean County for their review, comment, and signature.

You may view a copy of the policy related to the CVPC at:
<https://www.heartland.edu/publicSafety/index.html>

III. College Behavioral Intervention Team

The College established a Behavioral Intervention Team (BIT) to serve as the College's Threat Assessment Team as required by law. The BIT is responsible for addressing alarming or concerning behaviors brought to the attention of College officials. The BIT reviews the alarming or concerning behaviors, gathers additional facts, develops and implements a course of action, and monitors progress. The goal of the BIT is to help increase the safety and security for everyone at the College while assisting the person of concern to remain part of the College community whenever possible. Police intervention, student discipline, mental health assessment and treatment, tutoring, and obtaining other assistance are all tools that may be utilized by the BIT process to help mitigate the threat or concern.

There are two levels of BIT intervention. The first is by the Core-BIT which performs an initial review of the concerns. The Core-BIT decides if immediate actions are needed, or if more information is necessary to fully assess the potential for violence or injuries. If more information is needed, then the second level, an Expanded-BIT may be created. The Expanded-BIT is a more encompassing team consisting of additional College and off-campus resources as appropriate.

Additional College resources activated are typically related to the alarming or concerning behaviors reported or discovered during the inquiry and are typically College assets. Off-campus resources that may be included are law enforcement, mental health services, and other local service agencies.

The Core-BIT meets periodically to participate in training to help them carry out their duties. The Core-BIT is also responsible for reviewing the BIT policies and procedures to improve the operational procedures and implement changes as deemed necessary.

Both on-campus and off-campus expanded-BIT members may receive training when appropriate and available.

The primary method of contacting the BIT twenty-four hours a day will be to call the "SAFE Phone" at **309-268-SAFE (7233)**. You may remain anonymous if you wish, but members of the BIT may need to follow-up with you in some cases so we will ask for your name and contact information.

You may also send an e-mail to BIT.reports@heartland.edu for any case where there is no apparent immediate urgency. Please be aware that this e-mail is only monitored Monday through Friday, 8am to 4pm. Messages received via the BIT e-mail address will be acknowledged as soon as possible.

To review the Behavioral Intervention Team policy, you may go to:
<https://www.heartland.edu/publicSafety/index.html>

Alternatively, you may contact the Dean of Students (309-268-8057) or the Assistant Director, Public Safety-Emergency Management (309-268-8454).

More information on BIT and warning signs can be found at:
<https://www.heartland.edu/publicSafety/index.html>

IV. College Policies Related to the College Violence Prevention Plan

The College has established policies on preventing or mitigating potential harm to members of the College community. These policies are listed as shown below and can be found at <https://www.heartland.edu/publicSafety/index.html>

- [College Violence Prevention Committee Policy](#)
- [College Violence Prevention Policy](#)
- [Behavioral Intervention Team Policy](#)
- [Preventing and Responding to Sexual Misconduct/Sexual Harassment Policy](#)
- [Policy and Procedures for Preventing and Responding to Sex/Gender-Based Misconduct.](#)

V. Reporting Emergencies

The College places great emphasis on providing safe and secure campuses, and although the College works to be free from hazards, emergencies can and do occur. The College routinely conducts threat and vulnerability surveys and tests its emergency response plans and procedures to help mitigate these hazards and emergencies.

1. “9-1-1”

In an emergency, “9-1-1” can be called from all College campuses. At all three campuses, “9-1-1” is answered 24 hours a day, 365 days a year by local agencies. Any individual in need of immediate police, fire, or medical assistance on any campus should call “9-1-1” from any campus or cellular phone.

When “9-1-1” is called from any Normal campus phone, it will go directly to McLean County’s consolidated communications center (Metcom). Additionally, the College Public Safety Desk will receive a notification that a “9-1-1” call is being placed from the campus (without any details) and will respond accordingly. Calls placed to Metcom from the

Normal campus automatically provide the building name and exact room number the call is originating from.

Any “9-1-1” calls placed on a cellular phone anywhere in McLean County are immediately routed to Metcom as well. However, emergency calls placed to “9-1-1” from a cellular phone will not generate a notification to the Public Safety Desk providing an exact location; this is a function only available for wired phones on the main campus.

Logan County 9-1-1 Center or VCOM in Pontiac (the Vermillion Valley Regional Emergency Communications Joint Authority), dispatch emergency services requested via the local 9--1-1 system at the Lincoln and Pontiac campuses. Both the Lincoln and Pontiac campuses are provided emergency services by full-time local emergency response agencies located within minutes of the campuses. Emergency situations at either the Lincoln or Pontiac campuses should be reported to Public Safety at the Normal campus by staff at the respective campuses. Staff members are present at both campuses anytime a class and event are taking place. When notified of an emergency on either campus, Public Safety will follow their protocols for notifying College officials of incidents.

2. Public Safety (Normal campus only)

Effective July 1, 2022, the College’s Department of Public Safety (DPS) was created to provide more efficient and effective preventative and response capabilities for the College. Public Safety for the Normal campus is located at the DPS Desk in the Student Commons Building (Room 1100). Public Safety staff are on campus 24 hours a day, 365 days a year. They respond to complaints, calls for assistance, and medical emergencies. All Officers complete a basic series of trainings approved by the Illinois Law Enforcement Standards and Training Board that include, but are not limited to, first aid, Cardiopulmonary Resuscitation (CPR) and in the use of Automated External Defibrillators (AEDs). They also receive training on de-escalation procedures, emergency response and life safety procedures, and hazardous materials awareness. All Public Safety Officers participate in 32 hours of initial training and additional job-specific training throughout their employment with the College.

Officers can be seen patrolling the Normal campus parking lots, making patrols inside of buildings, conducting safety inspections, or completing exterior building checks. Public Safety Officers will also periodically conduct safety inspections and periodic patrols to the Lincoln and Pontiac campuses. Officers also provide periodic inspections of the emergency alarm systems maintained by the College. They may be contacted on a campus phone at extension 8300, or from off-campus or cellular phone at 309-268-8300.

3. Harassment Complaints

Harassment complaints are taken seriously by the College, and procedures have been established to ensure a thorough investigation of all complaints. Students with harassment complaints can report them to the Title IX Coordinator. Employees with harassment complaints should report them to the Executive Director of Human Resources.

The Policy and Procedures for Sexual Misconduct and Sexual Violence Policy, can be found at:

<https://www.heartland.edu/documents/policy/PolicyandProceduresforSexualMisconductandSexualViolence.pdf>

4. Threats

Any behaviors that indicate an imminent threat to any of the College campuses should immediately be reported to local law enforcement. Threats or potential threats affecting the College are serious events, and Heartland has established procedures for working with local law enforcement to investigate imminent threats to the College.

For threats that do not appear to be imminent, or other alarming or concerning behaviors, the College's Behavioral Intervention Team (BIT) may be contacted. The BIT is responsible for receiving any potential-for-violence information from any student, employee, visitor, or the general public. An assessment of the potential for violence is then made by the Core-BIT. Information on identifying threatening or concerning behaviors can be found at: <https://www.heartland.edu/publicSafety/index.html> The DPS staff provides annual training on the BIT and what behaviors may indicate someone is on a pathway to violence or otherwise in need of assistance.

5. Hate Crimes

The College prohibits violence of any kind on any of the campuses. In some cases, criminal acts are committed by reason of the actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, or national origin of another individual or group of individuals. When this happens, the offender has committed a hate crime that carries enhanced penalties and consequences. The College will work with local law enforcement to investigate and prosecute hate crimes.

If you are the victim of or witness a hate crime on the Normal campus, contact local law enforcement, or Public Safety at 309-268-8300. If you are on the Heartland Lincoln or Pontiac campuses, you should contact the local police department to report the incident. All incidents of hate crimes on any of the campuses, regardless of whether law enforcement has been contacted, should be reported to Public Safety or online at <https://www.heartland.edu/consumerInfo/title9.html> .

VI. Reporting of certain offenses under the Violence Against Women Act - Reauthorization

Effective July 1, 2015, the Violence Against Women Act – Reauthorization added additional offenses for which the College may provide information and services to students. The new offenses are Domestic Violence, Dating Violence, and Stalking. Students or employees who have been the victim of one of these crimes may contact the Title IX Coordinator regardless of where the crime occurred. Assistance from the College is not dependent upon reporting the incident to local law enforcement. For additional information on assistance with these incidents go to: <https://www.heartland.edu/safety/index.html> .

Additional information on the College's efforts to prevent incidents of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may be found at:

<https://www.heartland.edu/safety/sexualViolence/rightsOptions.html>

VII. Violence Prevention Awareness Training

Under Illinois law, upon their employment, all College employees participate in child protection training provided by the Illinois Department of Children and Family Services. Some positions that work with children and have a license or certificate are required to complete refreshers on child protection and abuse reporting more frequently. All College employees and students are expected to view the College's Safety video at the beginning of each semester. The College also provides online training in responding to Active Assailant scenarios for all students and employees. Periodically the College conducts drills or exercises related to Active Assailant situations.

Beginning in the Spring 2017, the College provided online awareness level training on Title IX compliance to all College employees. New employees are provided Title IX awareness level training when they begin their employment at the College. All employees are provided ongoing training in Title IX compliance as part of the College's Compliance Committee overall training plan.

In order to generate awareness of local community services, the College conducts informational seminars and provides materials on a variety of violence prevention topics. Those topics include sexual assault, workplace/school violence, defusing volatile situations, threat assessment awareness, stalking, dating violence and domestic violence. The College also works with local, state, and national organizations to bring additional awareness topics to the College community.

Persons wishing to find out additional information on violence awareness training should contact the Associate Vice President of Enrollment and Student Support (309-268-8249) or the Director, Risk Management & Public Safety (309-268-8204).

VIII. College Mental Health and Counseling Services

Persons with mental illness comprise about 20% of the adult population, and most persons with a mental illness pose no threat to anyone. For all campuses, if you see someone who is experiencing a crisis and may pose an immediate threat to themselves or others, contact local law enforcement for assistance. Law enforcement will stabilize the situation and activate local mental health services.

Local Law Enforcement may be contacted at:

Lincoln Police.....217-732-2151
Normal Police.....309-888-5030
Pontiac Police.....815-844-5148

On the Normal campus and for persons who do not pose an immediate threat to themselves or others, the McLean County Center for Human Services provides 24-hour assistance through their Crisis Team that can respond to locations in the county. For the Lincoln and Pontiac campuses, persons in crisis should go to their local hospital for mental health assistance.

McLean County Center for Human Services.....309-827-5351
Mental Health Centers of Central IL (Logan County)....217-735-2272
Lincoln Memorial Hospital.....217-732-2161
Institute for Human Resources (Livingston County).....815-844-6109
St. James Hospital.....815-842-2828

The College has counseling services available for enrolled students. Counselors are licensed in the State of Illinois and provide a wide range of services. In addition, they provide informational sessions and other awareness campaigns that may benefit students. Students from all three campuses are eligible to receive services from the Student Counseling Center. In some cases, the student may be referred to outside agencies to obtain additional mental health services. College counselors will work with local agencies and private practice referrals in Livingston, Logan, and McLean Counties when necessary.

College employees have the option of obtaining counseling and/or mental health assistance with their medical insurance or through the College's Employee Assistance Program (full-time employees only). Employees may also obtain assistance directly from their local mental health provider.

Guests to the College who are in crisis will be referred to local agencies and private practice referral for evaluation and treatment as necessary.

IX. External Counseling Services

1. Students

When necessary or requested, College counselors may assist students in obtaining mental health services from off-campus agencies and private practices. On the Normal campus, the McLean County Center for Human Services Crisis Team or PATH Crisis Center can be contacted twenty-four hours a day to provide immediate assistance.

The McLean County Center for Human Services 309-827-5351.
PATH Crisis Center2-1-1

When external counseling or crisis counseling is needed at either the Heartland Community College – Lincoln or Heartland Community College – Pontiac campus, students can contact the Student Counseling Center at their website <https://www.heartland.edu/counseling/> to obtain information regarding mental health providers. Emergency crisis intervention services for Lincoln and Pontiac campuses are available from local mental health agencies. Students at the Heartland Lincoln Campus can contact the Logan-Mason County Mental Health Center at 217-735-1413.

Students at the Heartland Pontiac Campus may call the Livingston County Institute for Human Resources at 815-844-6109.

When a student mental health emergency occurs on any College campus during Fall and Spring semester office hours (8am – 4:30 p.m., Mon-Fri), contact Student Counseling Services for help. After hours and on weekends, call PATH at 1-800-570-7284 (PATH).

If employees know of a student who may need mental health assistance, and it is not an emergency, the employees may make a student referral to the Student Counseling Center by phone at 309-268-8390. If the matter requires a more immediate response, employees can contact the Student Counseling Center by phone or accompany the student to the Counseling Center.

2. Employees

Mental health services are available to all full-time employees through their medical insurance benefits. Employees may also obtain counseling services through the College's Employee Assistance Program by calling 1-800-433-7916. Assistance is also available to employees in crisis from their county mental health providers. For more information on obtaining assistance, employees may contact the Coordinator of Employee Benefits in the Human Resources Office at 309-268-8147.

Employees in immediate need of crisis intervention services should contact PATH at 1-800-570-7284, 24 hours a day or the Employee Assistance Program at 1-800-433-7916.

X. Additional Campus Resources

1. Code Blue Call Phones

Code Blue call phones are located in all parking lots on the Normal campus. Each phone is connected directly to DPS and can be used to summon assistance or report suspicious activities.

2. Video cameras

Video cameras are located strategically in all buildings and parking lots on all campuses. The cameras are monitored on a 24-hour basis, 365 days a year by DPS officers.

3. Areas of Rescue Assistance

Areas of rescue assistance are in stairwell landings in all buildings on the Normal campus. The Area of Rescue Assistance is labelled and is connected to Public Safety Desk in the Student Commons Building. During an emergency or evacuation, persons needing assistance can activate the alarm and DPS will dispatch assistance.

4. Mass Notification Procedures

Mass notification procedures exist for all three College campuses. The College works with emergency response agencies in all three counties we have a campus to obtain and disseminate emergency information. Once the College receives credible information of a

violent threat or other emergency, the College issues a Timely Notice or Emergency Notification to the College community using multiple methods of communicating to the students, employees, and visitors regarding the violent threat. The College community may receive Timely Warnings or Emergency Notifications via the College's selected text message system, Cisco Phone Paging option, or College email system. Timely Warnings and Emergency Notifications may also be issued on the Normal campus via the Emergency Notification System. The Timely Warning and Emergency Notification policies can be found at <https://www.heartland.edu/safety/index.html> .

HCC.Alerts is the College's emergency text messaging service and will only send text messages when there is a serious safety concern affecting the campus, including campus closures due to severe weather. To sign up for or stop emergency text messages, go to the DPS website at <https://www.heartland.edu/publicSafety/index.html> and use the QR code or follow the instructions provided.

Heartland does not charge a fee for this service; however, data plan rates may be applied by your carrier. Review your particular mobile device's texting or data plan for service details specific to your account. The College will not share your phone number or mobile information with any other organizations. For more information regarding emergency text messaging, visit: <https://www.heartland.edu/publicSafety/index.html> When signing up for HCC.Alerts you will be asked to select the language of your choice that you wish to receive the text alerts in.

The College has an emergency notification system consisting of public address speakers in and outside all buildings on the Normal campus. In addition, during a crisis the College is able to deliver emergency messages or other information via all telephone speakers on all telephones on all campuses. All systems are tested periodically to ensure good working order. All three campuses have the ability to notify students and employees via e-mail, website notifications, and through local media. All methods of mass communication can be activated 24 hours a day, 365 days a year by multiple College officials whether they are on-campus or not.

After an initial warning message, students and employees should monitor the College website <http://www.heartland.edu> for updates and additional information.

5. Victims of Certain Offenses under the Violence Against Women Act – Reauthorization

Victims of certain offenses under the Violence Against Women Act – Reauthorization may obtain assistance in filing a report, receiving medical services, rearranging class assignments, and other services. Incidents of Domestic Violence, Dating Violence, Stalking, and Harassment are traumatic and can affect one's ability to function in daily activities. Student or employee victims of these crimes can contact the Title IX Coordinator or Executive Director of Human Resources for assistance. For more information go to: <https://www.heartland.edu/consumerInfo/title9.html> .

This assistance is available regardless of whether the crime occurred on the College campus or elsewhere.

XI. Violence Prevention Initiatives

The College works with external agencies to provide students and employees with the safest campuses possible. The College has a long history of working with external agencies in all three counties where campuses are located, which has helped to ensure safety for the entire College community. The College prides itself on being a resource for these communities by participating in county-wide drills, learning from them, and improving upon procedures and responses to make everyone safer. This approach extends to local first responders (e.g. police, fire, emergency medical services), emergency management and mental health resources.

The College has an equally long history of working with local resources to aid students and employees who are victims of Sexual Assault, Domestic Violence, Dating Violence, and Stalking. The College strives to increase the awareness of these incidents to students, employees, and College guests. In addition, the College offers (1) awareness level instruction on risk reduction strategies on personal safety, workplace violence, school violence, and (2) response procedures for emergencies at the College and elsewhere as students and employees travel away from the College. The College works with local and regional initiatives to help ensure students and employees have access to information on the nature and scope of these incidents, plus how someone can get assistance from the College and local resources.

XII. Emergency Situations

The College takes its responsibility to protect students, employees, and guests on campus from violence very seriously. Everyone on campus has a shared responsibility to be prepared to respond to emergencies. The College's Assistant Director, Public Safety-Emergency Management serves as the College's Emergency Manager helps to prepare the College to respond to and recover from these tragic incidents. In addition, the College created the Emergency Management Planning Committee (EMPC) to coordinate College preparedness, preparation, mitigation, response, and recovery efforts. The EMPC is a multi-disciplinary team whose membership consists of representatives from many areas of the College.

The College has specialized College Incident Response Teams to respond to and support the response to events and incidents affecting the College. In order to test its procedures and capabilities, the College routinely conducts drills and exercises of its planning and preparation. Frequently the College participates in drills conducted by local emergency response agencies to ensure the College is better prepared to address violent events. The College works with local emergency response agencies in planning such events and practicing the College response. Whenever possible, the College will be compliant with the National Incident Management System (NIMS) for emergency response to violent events.

Appendix A: Members of College Violence Prevention Committee

1. Executive Director, Human Resources
2. Associate Vice President, Enrollment and Student Services (Co-chair)
3. Assistant to the President, Equity, Diversity, and Inclusion
4. Dean of Students
5. Dean of Enrollment Services
6. Chief Information Officer
7. Director, Risk Management & Public Safety
8. Director, Student Counseling Services
9. Director, Fitness and Recreation Center and Athletics
10. Director, Student Engagement
11. Coordinator of Student Access and Accommodation Services
12. Director of Tutoring
13. Faculty Representative
14. Student Representative
15. Assistant Director, Public Safety-Emergency Management (Co-chair)