

UNIVERSITY OF  
**ILLINOIS**  

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**SPRINGFIELD**

**Campus Violence Prevention Plan**

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## Letter of Promulgation



### OFFICE OF THE CHANCELLOR

Public Affairs Center 563  
One University Plaza, MS PAC 563  
Springfield, Illinois 62703-5407

November 15, 2024

The UIS Campus Violence Prevention Plan was initially developed, approved and formally adopted in August 2017. It is reviewed and updated annually.

The CVPP details our university's comprehensive violence prevention efforts. It is designed to comply with applicable federal and state regulations and to provide the policies and procedures to be followed in addressing issues related to violence on campus.

The UIS CVPP is interdisciplinary and multijurisdictional and is dedicated to ensuring every known behavioral or mental health issue or violent incident is addressed appropriately, following established campus policies. The planning authorities and responsibilities conveyed to individual campus units, colleges, departments and agencies of local government are recognized and acknowledged.

The CVPP is adopted and approved by the UIS Chancellor and shall be the controlling authority in regard to the UIS campus violence prevention management, planning, policies and procedures. This document supersedes any policy or procedure that conflicts with its provisions.

Sincerely,

A handwritten signature in cursive script that reads "Janet L. Gooch".

Janet L. Gooch, PhD  
Chancellor, University of Illinois Springfield  
Vice President, University of Illinois

## Record of Changes

When changes are made to the CVPP, the following procedures shall be followed:

1. The UIS Chief of Staff is ultimately responsible for maintaining, reviewing and updating this plan. A review of this plan will be conducted annually in November. Any updates will be formally documented and presented to plan stakeholders.
2. Stakeholders will be notified of changes by memorandum and/or email.
3. When any changes are made, an entry will be noted in the following log:

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered by
1	2/1/18	Page 4, updated Distribution List	Donna Young
2	2/1/18	Updated page numbers and TOC	Donna Young
3	4/13/20	Overall policy revision	Kelsea Gurski
4	10/28/21	Page 3, updated letter from the Chancellor	Kelsea Gurski
4	10/26/21	Page 5, updated Distribution List	Kelsea Gurski
5	10/26/21	Pages 7-8, updated Title IX phone number and titles in CVPC list	Kelsea Gurski
6	10/26/21	Page 10, updated titles in CVPC list and made minor grammatical changes	Kelsea Gurski
7	10/26/21	Page 11, added information about Employee and Student of Concern forms	Kelsea Gurski
8	10/26/21	Pages 14-15, updated Assistant Director of Access and Equity title and added "or designee" in section C2	Kelsea Gurski
9	10/26/21	Pages 22-79, updated Attachment D to reflect most current version of policy	Kelsea Gurski
14	10/26/21	Pages 80-85, updated Attachment E to reflect most current version of policy	Kelsea Gurski
15	10/26/21	Pages 87-92, update to Attachment G to reflect most current version of policy	Kelsea Gurski
16	10/13/22	Page 3, updated letter from the Chancellor	Kelsea Gurski
17	10/13/22	Page 5, updated Distribution List	Kelsea Gurski
19	10/25/22	Page 2, updated Table of Content	Kelsea Gurski
20	10/25/22	Page 41-45, updates to Sexual Harassment policy, Appendix A	Kelsea Gurski
21	10/25/22	Page 35, 84, 99-91, updated links	Kelsea Gurski
22	11/30/23	Overall plan revision	Kelsea Gurski
23	11/15/24	Overall plan revision	Kelsea Gurski

## Distribution List of Campus Violence Prevention Plan Recipients

The CVPP is housed on the UIS Police Department’s website. Digital copies of the CVPP are distributed annually via email to the following individuals:

<b>CVPP Recipient</b>	<b>Date Issued</b>	<b>Issued By</b>
Chancellor		Kelsea Gurski
Provost/Vice Chancellor for Academic Affairs		Kelsea Gurski
Associate Chancellor for Strategic Communication/Chief of Staff		Kelsea Gurski
Interim Vice Chancellor for Finance & Administration		Kelsea Gurski
Vice Chancellor for Enrollment & Retention Management		Kelsea Gurski
Vice Chancellor for Student Affairs		Kelsea Gurski
Assistant Vice Chancellor for Human Resources		Kelsea Gurski
Vice Chancellor for Advancement		Kelsea Gurski
Chief of Police		Kelsea Gurski
Police Captain		Kelsea Gurski
Associate Vice Chancellor of Facilities and Services		Kelsea Gurski
Senior Director for Access & Equity		Kelsea Gurski
University Legal Counsel		Kelsea Gurski
Assistant Vice Chancellor for Auxiliary Services		Kelsea Gurski
Assistant Vice Chancellor for Student Engagement		Kelsea Gurski
Dean of Students		Kelsea Gurski
Director of Media Strategy		Kelsea Gurski
Environmental Health and Safety Officer		Kelsea Gurski
Director of Health Services		Kelsea Gurski
Director of Residential Life		Kelsea Gurski
Associate Provost, Information Technology		Kelsea Gurski
Director of University Food Service		Kelsea Gurski
Executive Director of Student Support Services		Kelsea Gurski
Director of Intercollegiate Athletics		Kelsea Gurski
Director of Recreation Sports		Kelsea Gurski
Director of Governmental and Community Relations		Kelsea Gurski
UIS Ombuds		Kelsea Gurski
IEMA Regional Coordinator		Ross Owens
Sangamon County Office of Emergency Management		Ross Owens
IBHE		Joan Sestak

# UIS Campus Violence Prevention Plan

The University of Illinois Springfield (UIS) is committed to a nonviolent environment for all university community members including faculty, staff, students, registered student organizations, affiliates and visitors. **Acts of violence and threats of violence are not acceptable conduct in the university community and will not be tolerated.** In service of its commitment to the welfare, health and safety of all those in the university community, UIS maintains a comprehensive Campus Violence Prevention Plan (CVPP), which provides guidance for identifying and assessing threats of violence with the goal of preventing acts of violence on campus.

The plan is accessible on the UIS Police website ([uis.edu/police](http://uis.edu/police)), Dean of Students website ([uis.edu/dean-of-students](http://uis.edu/dean-of-students)) and Human Resources website ([uis.edu/hr](http://uis.edu/hr)) and reviewed annually. Pursuant to state law and regulations (the Illinois Campus Security Enhancement Act of 2008 and its companion rules at 29 Ill. Adm. Code Part 305), a copy of the CVPP is provided annually to the Sangamon County Emergency Management Agency, the Illinois Emergency Management Agency Regional Office, and the Illinois Board of Higher Education.

Violation of university policy, this plan and/or the Code of Student Conduct may result in disciplinary action up to and including termination of employment and/or dismissal from the university.

The UIS CVPP provides guidance for identifying and assessing threats of violence on UIS property, including all buildings, grounds and other internal and external spaces owned, controlled or leased by the university; at university-sponsored events; in situations when fulfilling duties of a university student off-campus (such as student teaching, internship, conference, or international study abroad) and any individual conducting official university business or representing the university off-campus; or engaging in any negative action having direct impact on individuals within the university community. Preventing acts of violence is a shared responsibility; this plan explains the university's approach to educating students, faculty, staff and visitors on how to reduce potential risks of violence, as well as how to report concerning behavior for assessment, intervention and management.

The CVPP is founded on principles of early intervention and proactive engagement to prevent violence and provide supportive services. The CVPP includes: a description of the university's Campus Violence Prevention Committee (CVPC), the university's threat assessment policy and objectives, a list of policies and procedures related to violence prevention, and a support services guide.

## **I. The Campus Violence Prevention Committee**

As a part of the CVPP, a designated Campus Violence Prevention Committee (CVPC) is charged with implementing the CVPP, determining the committee structure, and determining the individuals responsible for education and prevention of violence on campus.

### **CVPC Membership**

The following positions serve as members of the CVPC<sup>1</sup>:

- Provost or designee
- Vice Chancellor for Finance and Administration
- Associate Chancellor for Strategic Communication/Chief of Staff
- Vice Chancellor for Student Affairs
- Senior Director of Access & Equity
- Dean of Students
- Campus Legal Counsel (advisory)
- Police Chief
- Police Captain
- Assistant Vice Chancellor of Human Resources
- Executive Director of Student Support Services
- Director of Residence Life

The committee meets at least once per semester, or more often if warranted, to review issues and/or trends related to violence on campus and provide any necessary oversight to the UIS Threat Assessment Team as well as recommend adjustments to policy or resources to assist with prevention/improve safety.

## **II. Threat Assessment Team**

The Threat Assessment Team (TAT) conducts threat assessments based on the CVPP's thresholds for unacceptable behavior; addresses aberrant, dangerous or threatening behavior on campus; and provides guidance and best practices for preventing violence and providing support services. The TAT uses fact-based assessment processes to investigate threats, actions or conduct that may lead to targeted violence and determine situation-specific response action plans. The team also conducts post-incident assessments and evaluations of the effectiveness of the response(s) on a case-by-case and aggregate basis. The TAT meets monthly or more often when necessary.

All areas of the campus community are required to cooperate with requests from the TAT relative to successfully monitoring any threatening behavior.

The TAT will review the known facts of a reported concern using an established assessment tool based on the behavioral thresholds outlined in the CVPP and make an assessment regarding whether the case should be activated for further monitoring and management.

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<sup>1</sup> Per the Illinois Administrative Code (29 IAC 305.70(c)), recommended participants for the CVPC include “faculty, campus administration, student affairs, law enforcement, human resources, counseling services, residence life, and county or major municipal emergency managers and others deemed appropriate.”

## A. Threat Assessment Policy<sup>2</sup>

### University of Illinois Springfield Threat Assessment Policy

**Policy Title:** UIS Threat Assessment Policy

**Policy Owner:** Chancellor's Office

**Responsible Official:** Chancellor's Chief of Staff

**Approved by:** UIS Chancellor, as recommended by Cabinet

**Date Approved:** 10.29.24

**Effective Date:** 12.1.24

**Targeted Review Date:** 12.1.27

**Contact:** [kgurs2@uis.edu](mailto:kgurs2@uis.edu)

**Related Policies:**

[Prohibiting Violence on Campus](#)

[Student Code of Conduct](#)

[Student Grievance Code](#)

[Policy Prohibiting Discrimination, Including Harassment and Sex-Based Misconduct](#)

[Weapons Possession Policy](#)

#### I. Scope

This policy applies to all University Community Members including faculty, staff, students, registered student organizations, affiliates, and visitors.

#### II. Purpose

The University is committed to a safe and nonviolent campus environment and does not tolerate acts or threats of violence. In service of these commitments, and consistent with state law and regulations—[Campus Security Enhancement Act of 2008 \(110 ILCS 12/20\)](#) and [\(29 Ill. Admin. Code 305.80\)](#)—this policy establishes the authority of the university's Threat Assessment Team (TAT) and provides guidance for identifying concerning and threatening behaviors that have the potential to lead to violence against a person and/or group.

The TAT is a multidisciplinary team—comprised of representatives from the Chancellor's Office, Provost's Office, Student Affairs, UIS Police, Human Resources, Access and Equity and the Counseling center, as well as ad hoc members when warranted—responsible for conducting threat assessments and addressing concerning, dangerous or threatening behavior that impacts campus. TAT is also responsible for providing guidance and best practices for preventing violence and providing related supportive services.

#### III. Authority

Office of the Chancellor

#### IV. Policy

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<sup>2</sup> The most current version of the UIS Threat Assessment Policy is stored at [uis.edu/policies](http://uis.edu/policies).



UIS shall have a Threat Assessment Team (TAT)—comprised of representatives from the Chancellor’s Office, Provost’s Office, Student Affairs, UIS Police, Human Resources, Access and Equity and the Counseling center, as well as ad hoc members when warranted—to evaluate reports of concerning and threatening behaviors that have the potential to lead to violence. To accomplish this goal, the Threat Assessment Team receives reports from any individual or group about concerning behaviors. To report concerning behaviors, see below.

All university employees (faculty, staff and affiliates) and students must cooperate with requests from the TAT, as directed, in connection with its violence prevention and response missions.

The TAT is also responsible for reporting imminent threats and clear and present dangers as required under state and federal law.

The included procedures and processes outline how to recognize, address and report concerning or threatening behaviors.

### **What to Report to Threat Assessment**

The following guidance is intended to help members of the campus community identify observable behaviors or circumstances that indicate someone needs assistance, is at risk of disrupting the educational environment, or may pose a risk of violence. It is not always possible to know the significance of any single behavior taken out of context. The university’s TAT relies upon the active participation of the campus community in recognizing and reporting concerning and threatening behaviors or other indicators that show an individual may be on a pathway to violence.

The examples below are not all-inclusive, and this information is not intended to be used as a checklist. Individuals who are concerned that another person may pose a risk of violence should contact the TAT even if they cannot identify specific risk factors. The TAT will use information it receives in fact-based assessment processes to evaluate reported behaviors and take appropriate steps to refer, assess, and address reported behaviors.

1. Violent behaviors that create a reasonable fear of physical harm, including aggressive acts and/or violent ideation (violent fantasies, writings, etc. that are inconsistent within a given context or classroom assignment)
2. Suicidal/Homicidal thoughts, plans, or intent.
3. Pattern of physical or emotional bullying and/or intimidation.
4. Unwelcome sexual advances, requests or other verbal or physical sexual conduct.
5. Threats to or harm/destruction of property.
6. Inappropriate attempts to control processes, outcomes, or decisions beyond the person’s control.
7. Persistently pursuing unrealistic options and refusing to stop even after being directed to do so (i.e., an intense focus on a perceived injustice).
8. Delusional ideations or behaviors (persecutory, paranoia, hallucinations).
9. Excessive, escalating, or inappropriate alcohol or other drug use.

## **How To Report to the TAT**

Any individual who observes behavior that they believe may pose an imminent threat to safety, security or health should **call 911 immediately**.

If the conduct does not pose an imminent threat to safety, security or health, the individual should report their concerns to the TAT, as outlined below.

### **Threat Assessment Team**

**During business hours:** (217) 206-7795  
**After hours:** (217) 206-6690 (UISPD non-emergency number)  
**Email:** threatassessment@uis.edu  
**Online reporting form:** [Employee of Concern Reporting Form](#)  
[Student of Concern Reporting Form](#)

### **Threat Assessment Process**

TAT members have access to the information reported to, or gathered by, the team. Other individuals also may have access to the information to the extent that it is necessary for the campus to fulfill its violence prevention and response mission and to promote the safety of the campus community. Confidentiality and privacy interests will be protected as required by law.

### **Confidential Resources**

The university provides assistance for students and employees and their families who want to discuss a situation in a confidential setting.

[Counseling Center](#)

[Employee Assistance Programs](#)

### **Campus Violence Prevention Plan — Additional Resources**

The campus has a comprehensive “UIS Campus Violence Prevention Plan” (CVPP), which includes a list of additional resources. UIS students, faculty and staff are provided access to a range of support services, including mental health services, crisis management services, and referral to comprehensive services for victims. These services are available either on campus or through community resources.

#### Students

- [UIS Counseling Center](#) (internal and external sources listed)
- [UIS Disability Services](#)
- [Dean of Students Office](#)
- [Military & Veteran Student Services](#)
- [AEO/Title IX Office](#)
- [Diversity Center](#)
- [UIS Police](#)

#### Employees

- [AEO/Title IX Office](#)
- [UIS Police](#)
- [UIS Human Resources](#)
- [State Employee Assistance Program](#)

### **Exceptions**

None.

## B. Reporting

Based on the assessment that certain conduct may be a precursor to violent behavior, the university's identified **thresholds of unacceptable conduct** include, but are not limited to, the following:

1. Violent behaviors that create a reasonable fear of physical harm, including aggressive acts and/or violent ideation (violent fantasies, writings, etc. that are inconsistent within a given context or classroom assignment)
2. Suicidal/Homicidal thoughts, plans, or intent.
3. Pattern of physical or emotional bullying and/or intimidation.
4. Unwelcome sexual advances, requests or other verbal or physical sexual conduct.
5. Threats to or harm/destruction of property.
6. Inappropriate attempts to control processes, outcomes, or decisions beyond the person's control.
7. Persistently pursuing unrealistic options and refusing to stop even after being directed to do so (i.e., an intense focus on a perceived injustice).
8. Delusional ideations or behaviors (persecutory, paranoia, hallucinations).
9. Excessive, escalating, or inappropriate alcohol or other drug use.

Cases are not necessarily activated on the basis of a single behavioral threshold. They are evaluated based upon the legitimacy and imminence of the threat as well as the level of risk posed to an individual and/or a broader segment of the campus community.

### **What to Do**

Any individual witnessing conduct that they believe may pose an imminent threat to safety, security or health should **call 9-1-1 or 206-7777 immediately**.

If the conduct does not pose an imminent threat to safety, security or health, individuals should contact:

- UIS Police Department: 217-206-6690
- The Dean of Students office: 217-206-8211
- Title IX Coordinator: 217-206-9999
- Human Resources office: 217-206-6652
- UIS Counseling Center: 217-206-7122

In the alternative, members of the UIS community can report concerning conduct that does not pose an imminent threat to safety, security or health directly to the UIS Threat Assessment Team (TAT) by:

- Completing an employee- or student-of-concern form online, which is routed to members of the TAT
  - Employees: [go.uis.edu/employeeconcern](http://go.uis.edu/employeeconcern)
  - Students: [go.uis.edu/studentconcern](http://go.uis.edu/studentconcern)
- Emailing [threatassessment@uis.edu](mailto:threatassessment@uis.edu)

- Contacting a member of the TAT directly. Contact information is on the UIS website.

If the person of concern is exhibiting one or more behavioral thresholds (see page 11), UIS departments must refer the matter to the TAT. Depending on the nature of the concern, the TAT may make referrals to other UIS departments and explore options including:

- **Internal consultations** among university professionals to assess and address the incident/situation.
- **Ad hoc meetings** among university professionals to assess and address the incident/situation.
- **Referral to the UIS ombuds** for informal mediation.
- **Referral to the Campus Behavioral Intervention Team** if the person of concern is a student who is not currently exhibiting signs of being a threat to others but needs resources or support.
- **Development of policies and protocols** (new and updates to existing) designed to address the incident/situation and prevent similar instances in the future. Any policies developed must follow the UIS Policy on Policies (uis.edu/policies).
- **Disciplinary processes** if it is determined a policy violation has occurred.

### **Support Services**

Pursuant to the CVPP, students, faculty and staff are provided access to a range of support services, including mental health services, crisis management services, and referral to comprehensive services for victims. These services are available either on campus or through community resources. Details about these processes and support resources can be found in Appendix I.

## **C. TAT Membership**

The following positions have been identified as members of the TAT<sup>3</sup>:

- Representative from the Chancellor’s Office
- Representative from Academic Affairs leadership
- Representative from Student Affairs leadership
- Representative from Law Enforcement
- Representative from Human Resources
- Representative from Access and Equity
- Representative from University Counsel (advisory)
- Mental health professional from the UIS Counseling Center

The TAT may also include other persons and organizations deemed appropriate to a particular circumstance.

Members of the TAT may have access to information regarding incidents of violence or precursor conduct. Additionally, other individuals may have access to that information to the extent it is necessary for the campus to fulfill its violence prevention mission and to prioritize the safety of the campus

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<sup>3</sup> Per the Illinois Administrative Code (29 IAC 305.80(b)), recommended participants for the TAT include “faculty, law enforcement, human resources, legal counsel, and mental health professionals. It may also include other persons and organizations deemed appropriate to a particular circumstance.”

community. Privacy interests will be protected as required by state and federal laws. All TAT members must sign a confidentiality agreement upon appointment to the team. Violation of this agreement may lead to dismissal from the group and/or disciplinary action.

## **D. Response to Threshold Behaviors**

1. Responses for those who exhibit behaviors like those identified above in Section B, include but are not limited to:
  - a. UIS Police are contacted as appropriate to address a threat of harm and/or suspected criminal activity.
  - b. As warranted, UIS Police will inform and consult with appropriate members of the TAT. The TAT will convene and consider available information to make a preliminary determination as to whether or not one or more thresholds have been crossed.
  - c. When the consensus of the TAT is that it should be involved in the university's ongoing monitoring and/or management of a situation, the case will be "activated." A decision to activate a case is not based solely or automatically on the determination that an individual has crossed one or more thresholds. Rather, activation is based on an evaluation of the totality of the facts known at the time and on the experience and professional judgment of the team members.
  - d. For all "activated" cases, a coordinator from TAT is assigned and an action plan is developed to respond to the concerns. The response may include but is not limited to interviewing individuals, Firearm Owner's Identification (FOID) card and concealed carry permit status checks, and criminal history reviews. For all activated cases, the coordinator is responsible for documenting the progress of the case and providing appropriate updates to the individual(s) expressing concern to the extent permitted by law.
  - e. Whenever necessary based on the facts known at the time and the professional judgment of TAT members, an emergency meeting of the full TAT will be held.
  - f. Information will be shared with outside agencies and/or jurisdictions to the extent permitted by law.
2. Additional Responses for Students: In cases of students exhibiting precursor behaviors, the TAT may, in addition to the responses listed above, respond as follows:
  - a. Students who cross a criminal threshold are arrested as appropriate.
  - b. Students who cross a threshold in the Student Code are adjudicated through the Dean of Students Office.
3. Additional Responses for Employees: In cases of employees exhibiting precursor behaviors, the TAT may, in addition to the responses listed above, respond as follows:
  - a. The employee may be placed on administrative leave while the situation is evaluated.

- b. If the matter involves interpersonal conflict among colleagues, the UIS Ombuds may be asked to meet with the parties of concern if the matter is conducive to informal mediation.

## **E. Members of the Campus Community Who Have Filed an Order of Protection and/or Are Involved in a Situation Involving Intimate Partner Violence**

Any member of the university community who files an order of protection is strongly encouraged to notify the UIS Police. As warranted, campus units are strongly encouraged to notify the UIS Police when they become aware of an order of protection and/or a situation involving intimate partner violence.

The UIS Police will work with the affected individual and assess any safety concerns.

1. As warranted, the UIS Police may assist in creating a safety plan.
2. As warranted, UIS Police will contact the Associate Chancellor for Strategic Communication/Chief of Staff or another member of the TAT to convene its membership.
3. If a situation rises to the threshold of being “activated” (by consensus of the TAT), a coordinator is assigned and an action plan is developed.
4. Ongoing developments will be periodically reviewed until the situation is “deactivated.”

## **F. Privacy Protection**

Student, employee, and/or patient records and information are shared in accordance with applicable federal and state laws and regulations.

## **G. Training & Education/Awareness Building<sup>4</sup>**

1. New and existing Residential Advisors (RAs) and Residential Directors (RDs) are informed of the policies, protocols and procedures related to campus violence prevention during staff training and in-services. In addition, all RAs and RDs receive targeted Title IX Sexual Misconduct Awareness and Prevention Training as first responders for incidents involving residential students.
2. Supervisors and unit executive officers are made aware of violence prevention policies during supervisory training offered by Human Resources.

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<sup>4</sup> 29 Ill.ADM.CODE 305 states in Subpart E: Training and Exercise Guidelines (Section 305.100), “Pursuant to the Act, each higher education institution shall conduct training on its CEOP and CVPP annually. Training should include all administrators, faculty, staff, students and any other members of the campus community so they are familiar with key components of the CEOP and CVPP.”

3. Supervisors and unit executive officers involved in new and ongoing situations are trained in-place by campus professionals.
4. The Senior Director of Access and Equity & Title IX Coordinator, or designee, provides multiple training and educational sessions on sexual assault prevention and awareness throughout the year and on request, particularly for Greek-letter and other student organizations. The Senior Director of Access and Equity & Title IX Coordinator, or designee, provides training during new student orientation to all incoming undergraduate and graduate students, including international students.
5. UIS requires all employees and students to complete mandatory annual Sexual Misconduct Awareness and Prevention Education and Training.
6. The Women's Center and the Counseling Center provide multiple educational session and resources to students regarding sexual assault prevention and awareness.
7. UIS Police offers Rape Aggression Defense training, a comprehensive course for women that begins with awareness, prevention, risk reduction and avoidance, while progressing to the basics of hands-on defense training. UIS Police also show a safety video during new student orientation sessions to educate new students on campus safety.
8. The Counseling Center and the Office of the Dean of Students conduct annual training to multiple groups on campus that focus on distressed and distressing students.
9. UIS offers ombuds services to Academic Professionals, Civil Service staff and Faculty to help navigate conflict informally before it has the potential to rise to a threat of violence.
10. UIS mandates the completion of Title IX Sexual Misconduct Awareness and Prevention Training annually for all employees.

### **III. University Policies & Procedures Related to Violence and Violence Prevention**

- [Background Checks Policy](#)
- [Campus Recreation Code of Conduct](#)
- [Campus Violence Prevention Policy](#)
- [Concealed Carry Policy](#)
- [Consideration of Sexual Misconduct in Prior Employment Policy](#)
- [Drug and Alcohol Policy](#)
- [Drug Prevention Policy and Program](#)
- [Human Rights Policy](#)
- [Parental Notification Policy](#)
- [Pre-employment Drug Screening Policy](#)
- [Prohibiting Violence on Campus Policy](#)
- [Protection of Minors Policy](#)
- [Sexual Harassment Policy](#)
- [Sexual Misconduct Inquiries for Student Athletes Policy](#)
- [Sexual Misconduct Policy](#)
- [Student Emergency Referrals Policy and Procedures](#)
- [Student Conduct Code](#)
- [Threat Assessment Policy](#)
- [University Code of Conduct](#)
- [Weapons Possession Policy](#)



## IV. Support Services Guide

UIS students, faculty and staff are provided access to a range of support services, including mental health services, crisis management services, and referral to comprehensive services for victims. These services are available either on campus or through community resources.

### Students

- [UIS Counseling Center](#) (internal and external sources listed)
- [UIS Disability Services](#)
- [Dean of Students Office](#)
- [Military & Veteran Student Services](#)
- [AEO/Title IX Office](#)
- [Diversity Center](#)
- [UIS Police](#)

### Employees

- [AEO/Title IX Office](#)
- [UIS Police](#)
- [UIS Human Resources](#)
- [State Employee Assistance Program](#)