




Executive Memorandum 25-012

June 30, 2025

From: Stephen Perez, President 

Subject: Policy on Campus Violence Prevention

Upon the recommendation of the Academic Senate and with the concurrence of the Provost, I approve the Policy on Campus Violence Prevention.

Policy Title:	EM 25-012 Policy on Campus Violence Prevention
Contact:	Chief of Staff to the President
Supersedes:	EM 12-025 & EM 02-116 & EM 98-009
Revision:	
Enabling Legislation or Executive Order:	

California State University, Chico is committed to creating and maintaining an environment of civility and one that is free from violence for all members of the University community. Civility and mutual respect toward all members of the University community are intrinsic to the establishment of excellence in teaching and learning. They also contribute to the maintenance of a safe and productive workplace and overall healthy campus climate. It is the objective of the University to identify potentially violent situations as early as feasible to take steps to avoid escalation.

This policy is intended to cover knowing or intentional behavior that a reasonable person would find objectionable and perceive as threatening, violent, or potentially violent and is work-related or arises out of a work relationship.

I. RESPONSIBILITY

All faculty, staff, and students are responsible for following Chico State Community Agreements by creating and maintaining an environment of respect, empathy and integrity. This includes reporting violent or potentially violent incidents or situations, threats and security risks, as well as cooperating in investigations. Retaliation against people who report and/or cooperate in investigations is strictly prohibited.

Managers and supervisors are responsible for ensuring their employees are properly informed of the Policy on Campus Violence Prevention. Additionally, managers and supervisors are tasked with:

- Recognizing and intervening early in situations likely to escalate;
- Ensuring training or coaching to employees whose performance is deficient in complying with work practices designed to promote a workplace free from violence;
- Recognizing employees who perform work practices that promote a working and learning environment free from violence;
- Taking corrective measures and/or appropriate action against employees who violate this policy.

Any University student, faculty, staff, administrator or third party who witnesses an act of violence or an immediate threat of violence should call campus police at 530-898-5555 and/or 911. Do not risk getting hurt.

II. CAMPUS VIOLENCE CONSULTATION TEAM

Potential acts or threats of violence should be referred to the Campus Violence Consultation Team (CVCT). The CVCT is charged with determining whether potentially violent situations on the Chico State campus that involve students, staff, or faculty members collectively, individually, or any combination thereof exist and what actions, if any, need to be taken.

Membership

The CVCT is coordinated and chaired by the President's designee.

Members include the following:

- Chief of University Police
- Director of Faculty Affairs Labor Relations
- Director of Labor Relations – Human Resources
- Director of Psychological Counseling
- Chief of Staff to the President
- Student Rights and Responsibilities Representative (if student related)

Attendance is necessitated on a per case basis, and may include other committee members as identified by the core membership, dependent upon the circumstances of an incident and person(s) involved.

Responsibilities

When convened, the CVCT will preliminarily review any complaints involving threatening, violent, or potentially violent behavior. The CVCT will determine what, if any, risk factors are present. If additional information is needed, the CVCT will attempt to collect any additional information needed to conduct a thorough threat assessment. The CVCT will document its findings and the information relied upon.

If a complaint of threatening, violent, or potentially violent behavior is substantiated, the CVCT will consult with the Vice Provost for Faculty Affairs and Success, the Assistant Vice President of Human Resources, and/or the Director of Student Rights and Responsibilities and recommend appropriate actions to be taken to address and manage the situation.

If the Campus Labor Relations Council has a concern regarding the policy or process, upon request, a representative of the CVCT may meet with a Campus Labor Relations Council representative to discuss.