

Title: College Environment	Number: 3.11	Page 1 of 2
Legal Citation (if Applicable) C.R.S. § 18-12-201, Drug-Free Work Place Act of 1988, Americans with Disabilities Act (ADA), House Bill 06-1175, Colorado Clean Air Act	Related Procedure? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Board Approval/Revision: 19 February 2014	

It is a policy of Colorado Mountain College (CMC) to provide a safe and healthful environment, free from recognized hazards that may cause serious injuries to students, employees, and visitors to the College.

The following policies support a safe and healthful environment:

1. Firearms

The possession of a weapon is prohibited in any Colorado Mountain College facility, on any College campus or property, or at any off-campus College class, event, or function, except as specifically authorized by Colorado law in C.R.S. § 18-12-201 et seq. or as otherwise approved by the College. In addition to College policies, regulations, and procedures, all possession and use of firearms and other weapons must also conform to all applicable local, state, and federal laws.

2. Violence Free Campus

This policy confirms the College’s commitment to prevent, reduce, and manage violence to provide a safe environment in which to work and learn. Violence, abuse, threats or implied threats of violence, and intimidation (verbal or physical acts intended to frighten or coerce) impede the goal of providing a safe environment and will not be tolerated. This policy also prohibits retaliation or harassment against anyone who makes a good faith report of a violation of this policy. The College shall, to the extent permitted by law, protect the anonymity and safety of anyone who reports an act of violence, as defined by this policy. In addition, the College prohibits individuals from making intentionally false or misleading reports of violence or threats of violence.

3. Emergency Management and Response

Despite the challenges of having multiple campuses and no dedicated police departments, it is the policy of the College that each campus be equipped to respond in a variety of ways to emergencies. These include lock-down procedures, fire evacuation, paging, alarm systems, security cameras, network communication techniques, and emergency response plans. Each campus is also encouraged to develop a partnership with local law enforcement and fire departments to enhance emergency preparedness.

4. Alcohol and Drugs

In compliance with the Drug-Free Work Place Act of 1988, the College is committed to providing a safe work environment, free from hazards associated with drug and alcohol use. The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and alcohol on College premises, while conducting College business or at any time that would interfere with the ability of a student or employee to perform in a safe and efficient manner. Colorado Mountain College recognizes that there are occasions that are part of its role within the community when special events are held at campuses and other off-campus sites. Serving alcohol at these events may be permitted upon prior approval by the College President or his or her designee.

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5. Threat Assessment and Management Teams

It is the policy of Colorado Mountain College to have Threat Assessment and Management Teams in place on each campus, as well as a Central Threat Assessment and Management Team at Central Services. These teams are designed to assess and prevent unsafe situations from occurring whenever possible and to provide a coordinated response in the event of an incident. The Threat Assessment and Management Teams proactively identify and address possible acts of violence or natural disasters prior to an actual event. Teams meet on a regular basis to discuss actual cases and consider practice exercises provided by Central Services or other entities.

6. Animals on Campus

Students and employees are not permitted to have pets or other animals on campus or at work. Exceptions shall be made when the need for an animal on campus or at work meets the requirements under the Americans with Disabilities Act (ADA). Animals approved under the ADA are held to behavior and safety requirements. There may also be circumstances where animals are part of a program or event; however, these events shall need to be registered with the Department of Risk Management and the participation of animals must comply with any local, state, or federal laws or regulations.

7. Children on Campus

To protect the safety of young visitors and to avoid disruptive behavior, children age 16 or younger accompanying employees, students, or visitors of Colorado Mountain College must be under the direct supervision of a responsible adult while on College property or on the site of any approved off-campus class or other College event. Employees of the College have assigned duties and cannot take supervisory responsibility for any unattended children of employees, students, or visitors.

8. Visitors on Campus and in Classroom

It is the policy of Colorado Mountain College to welcome visitors to all campus locations. However, in order to provide a safe and secure environment for the College’s employees and students, visitors are expected to follow the same policies and procedures as employees and students. Policies that pertain to visitors are typically posted in clear view for visitors to see and understand (i.e., no smoking, no parking, and other signage). The College maintains the right to ask visitors in violation of such policies to leave a campus. Even though the College is a public institution, a classroom is considered a private place of learning. Visitors, whether invited or not, can disrupt this environment. Anyone not registered as a student in a class must have prior permission from that faculty member to attend. Faculty have the right to request that a visitor or other individual leave a classroom at any point in time.

9. Smoking

All buildings, facilities, and vehicles owned by Colorado Mountain College shall comply with Colorado House Bill 06-1175, Colorado Clean Air Act, concerning tobacco use on campus. Campuses and commuter sites may develop additional tobacco restrictions specific to their site.