

# NEW EMPLOYEE ORIENTATION



**Dawn Smallwood**  
**Chief of Police**  
**Assistant Vice President for Campus Safety**

**David Scarzella**  
**Chief of Police**  
**Assistant Vice President for Healthcare Safety**



# University Police at a Glance

- **Sworn law enforcement agency**
- **Consists of uniformed members (55 police officers, 9 supervisors, 5 detectives, and 9 command staff, 78 total uniformed members)**
- **Graduates of the Suffolk or Nassau County Police Academy**
- **Achieved New York State DCJS Reaccreditation in December of 2020**
  - ❖ **111 required standards**



# University Police at a Glance

- **Patrol Operations**
  - ❖ **Community Relations**
  - ❖ **Special Events**
  - ❖ **Specialized Programs**
- **Office of Emergency Management**
- **Investigations Division**



# University Police Public Safety of East Campus

- **Chief of Police & Assistant Vice President for Healthcare Safety and University Police are assigned to East Campus**
- **Security Services Assistants (SSAs)**
- **24-hour coverage throughout the University Hospital**
  - ❖ **Main Entrance**
  - ❖ **Emergency Department**
  - ❖ **Comprehensive Psychiatric Emergency Program (CPEP)**



# Campus Emergency Communications

- Provides text, voice, and e-mail to the campus community
- Emergency Management website (SB Advisory & SB Alert)
- Campus-wide LCD panels
- Voice capable Fire Alarms
- Campus Siren
- Social Media
- Campus Radio, Campus Cable TV and External Media

# SB Guardian

## Personal Safety System:

- **“Blue light phone in your pocket”**
- **Faster and more effective emergency response**
- **Improved safety communications on campus**
- **FREE service offered by the University**
- **Voluntary but highly recommended**
- **Available as a free app (Rave Guardian) for Apple and Android OS**





# **The Jeanne Clery Campus Security Policy and Crime Statistics Disclosure Act**

- **Federal statute (20 USC 1092(f)) requires all colleges and universities that participate in Federal Title IV student financial aid programs to disclose campus crime statistics and security information**
- **Compliance with the Clery Act falls under the mandate of the US Department of Education**



# The Clery Act Requirements

- **Institutions must collect, classify and count crime reports and submit statistics to the US Department of Education.**
- **Devise an emergency response, notification, and testing policy.**
- **Issue timely warnings about Clery Act crimes which pose a serious or ongoing threat to students and employees.**
- **Publish an Annual Security Report and a Fire Safety Report.**





# The Clery Act Requirements

- Inform the campus community where to obtain information about registered sex offenders.
- Create, maintain and make available a crime log and fire log.
- Enact policies and procedures to handle reports of missing students.

**Stony Brook University's Annual Security Report can be found on our website using the following link:** <https://www.stonybrook.edu/commcms/police/news/Annual-Security-Report.php>



# Bias Crime Prevention

- **The Stony Brook University Police Department protects all members of the campus community by preventing and prosecuting bias or hate crimes that occur within the campus' jurisdiction.**
- **Hate crimes, also called bias crimes or bias-related crimes, are criminal acts motivated by the perpetrator's bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction, Damage, or Vandalism of Property that were motivated by bias based on race, religion, sexual orientation, gender, gender identity, ethnicity, nation origin or disability.**
- **The Office of Equity and Access, University Ombudsman Office, and the Office of Student Conduct and Community Standards also assist in addressing bias-related acts that do not rise to the level of a crime.**



# Crimes of Opportunity

- **The most common crime on our campus is the theft of unattended property. In order to prevent these crimes we recommend that you:**
  - ❖ **Lock your doors when leaving your office.**
  - ❖ **Do not leave cell phones, wallets, purses or other valuable items unattended or in plain sight.**
  - ❖ **Utilize tracking software for your cell phones, laptops, iPads and similar items.**
  - ❖ **Be aware of your surroundings.**



# **Pedestrian Safety**

- **If you need to use your phone, stop walking.**
- **Wait for drivers to stop and make eye contact before crossing the street. Never assume a driver sees you.**
- **Wear bright/light colored clothing and reflective material.**
- **Carry a flashlight when walking at night.**
- **Cross in a well-lit area at night.**
- **Stand clear of buses, parked cars, or other obstacles before crossing so the driver can see you.**



# **Pedestrian Safety**

- **Cross streets at marked crosswalks or intersections.**
- **Obey pedestrian signals.**
- **Look both ways before crossing the street.**
- **Be careful at intersections where drivers may fail to yield the right-of-way to pedestrians.**
- **Always walk on the sidewalk; if there is no sidewalk, walk facing traffic.**
- **Remove headphones when crossing the street.**



# How to Contact UPD During An Emergency

- Dial 333/ 911 from any campus phone
- Dial (631) 632-3333 from non campus phones or cell phones
- Community Relations Team (631) 632-3056

**University Police Department**  
**175 Dutchess Hall**  
**631-632-6350 for non-emergencies**



# Workplace Violence

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# **New York State Workplace Violence Act**

## **NYS Department of Labor**

- **On June 7, 2006 New York State passed legislation, Article 27-b of the Labor Law, which requires public employers to develop and implement programs to prevent and minimize workplace violence and to provide annual training to employees.**



# **Stony Brook Policy: Workplace Violence**

**It is Stony Brook University's policy to promote a safe environment for all members of the community.**

- **Workplace violence may occur within a wide spectrum of interactions between students, faculty, staff, patients, and visitors of the University.**
- **It is the responsibility of all employees to create and maintain a campus environment free from any acts of workplace violence.**
- **Reports of incidents of workplace violence will be taken seriously and dealt with appropriately.**
- **Individuals who engage in workplace violence may be subject to arrest and/or disciplinary action.**



# **Workplace Violence Is**

**Physical assaults or acts of aggressive behavior including but not limited to:**

- **an attempt or threat, whether verbal or physical, to inflict physical injury;**
- **any intentional display of force that gives reason for someone to fear or expect bodily harm;**
- **intentional and wrongful physical contact with a person without his or her consent that entails some injury;**
- **stalking with the intent of causing fear or harm to the physical safety and health of the individual.**

# Workplace Violence Falls into Four Broad Categories

1. **Strangers**– the individual has no legitimate relationship to the university or its employees.
2. **Customer/Clients** – the individual has a legitimate relationship with the university. This category includes students, patients, parents, customers and any other group for which the university provides services.
3. **Worker-on-Worker** – the individual is an employee or former employee who attacks or threatens another employee or former employee in the workplace.
4. **Personal Relationship** – the individual usually does not have a relationship with the university, but has a personal relationship.



# Workplace Violence Includes

- Threats of Violence from Co-Workers, Subordinates, Colleagues, Supervisors
- Domestic Violence/Dating Violence
- Stalking and/or Intimidation
- Rapes/Sexual Assaults
- Threatening or Obscene Phone Calls
- Bullying/Cyber Bullying
- Assaults
- Stabbings
- Suicides
- Shootings
- Harassment of any nature

# Root Causes of Workplace Violence

- **Verbal or Written Counseling/Notice of Discipline**
- **Poor Performance Review**
- **Conflict with Co-Workers, Subordinates, Colleagues, Supervisors**
- **Alcohol/Substance Abuse**
- **Mental Illness**
- **Marital/Relationship Problems**
- **Perceived Unfairness**
- **Layoff**
- **Termination**
- **Financial Difficulties**
- **Personal Problems**

# **Domestic Violence Dating Violence Sexual Assault Stalking**

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# **Stony Brook Policy: Domestic Violence and the Workplace Policy**

- **Domestic violence permeates the lives and compromises the safety of thousands of New York State employees each day, with tragic, destructive, and often fatal results.**
- **Domestic violence occurs within a wide spectrum of relationships, including married and formerly married couples, couples with children in common, couples who live together or have lived together, gay, lesbian, bisexual and transgender couples, and couples who are dating or who have dated in the past.**
- **The University, to the fullest extent possible will take all appropriate actions to promote safety in the workplace and respond effectively to the needs of victims of domestic violence.**



# Definitions for Domestic Violence

- **Domestic Violence**: A pattern of coercive tactics, which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.
- **Intimate Partner**: Includes persons legally married to one another; persons formerly married to one another; persons who have a child in common, regardless of whether such persons are married or have lived together at any time, couples who are in an intimate relationship, including but not limited to, couples who live together or have lived together, or persons who are dating or who have dated in the past, including same sex couples.

# Definitions for Domestic Violence:

- **Abuser:** A person who perpetrates a pattern of coercive tactics which can include physical, psychological, sexual, economic, and emotional abuse against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.
- **Victim:** The person against whom an abuser directs coercive and/or violent acts.

# Dating Violence

**The term “dating violence” means violence committed by a person:**

- **Who is or has been in a social relationship of a romantic or intimate nature with the victim; and**
- **Where the existence of such a relationship shall be determined based on a consideration of the following factors:**
  - ❖ **The length of the relationship**
  - ❖ **The type of relationship**
  - ❖ **The frequency of interaction between the persons involved in the relationship**

# Sexual Assault

- **No person shall engage in sexual contact with another person without consent. This includes but is not limited to nonconsensual sexual contact of another.**
- **In addition no person shall engage in nonconsensual physical assault during a consensual sexual contact, such as punching, choking, burning or otherwise intentionally causing serious physical harm without consent of a partner.**



# Affirmative Consent

- **Affirmative consent is a knowing, voluntary and mutual decision among all participants to engage in sexual activity.**
- **Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity.**
- **Silence or lack of resistance, in and of itself, does not demonstrate consent.**
- **The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.**

**NYS Education Law, art. 129B, §6441**



# Consent

- to one sexual act is not consent to every sexual act
- may be withdrawn at any time
- cannot be given if the person is mentally incapacitated or lacks the ability to knowingly engage in sexual activity – an individual whose judgement is impaired by drugs or alcohol is incapacitated
- cannot be given if it is the result of any coercion, intimidation, force, or threat of harm
- cannot be given if the individual is under the age of 17
- is required regardless of whether the person initiating is under the influence of drugs and/or alcohol
- once withdrawn, or when consent can no longer be given, all sexual activity must stop



# Stalking

- The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to-
  - ❖ Fear for his or her safety or safety of others; or
  - ❖ Suffer substantial emotional distress

# Community Relations Team

- The members of the University Police Department are committed to community policing and are actively involved in campus activities. The goal of the Community Relations Team is to educate the campus community on personal safety, risk awareness, crime prevention (including date and acquaintance rape prevention), drug and alcohol risk awareness, and many other community safety issues. The unit's members accomplish their mission through formal talks, informal talks, and new student and employee orientation programs and have an exceptional working relationship with groups and organizations on campus.
- Officers on the Community Relations Team are certified instructors in many courses including:
  - ❖ Active Shooter Instructors
  - ❖ American Heart Association CPR/AED/First Aid Instructors
  - ❖ NARCAN Instructors
  - ❖ Stop the Bleed Instructors
  - ❖ Rape Aggression Defense (R.A.D.) Instructors
  - ❖ Safe Space Providers

[Click here to view a list of the programs offered by the Community Relations Team.](#)



# Police Emergency



- ☐ Call **911** from any on campus phone.
- ☐ Call **(631) 632-3333** from a cell phone.

## Survive an Active Shooter Event

# Run • Hide • Fight

Always know your exits!

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# For Further Information

## University Police

In an Emergency Dial 333 from  
campus phones 631-632-3333 from  
non-campus phones or cell phones  
For questions/information call  
631-632-6350

Employee Assistance Program  
Rm. 192 Administration Building  
(West Campus)  
Level 5 University Medical Center  
631-632-6085

Labor Relations  
291 Administration Bldg  
631-632-6140 or 040,  
Level 3 Health Science Center  
631-444-3780

Human Resource Services  
390 Administration Building  
631-632-6161

University Medical Center Human  
Resources  
3 Technology Drive, Suite 100  
Technology Park  
East Setauket, NY 11733  
631-444-4700

Long Island State Veterans Home  
Human Resources  
100 Patriots Road  
631-444-8617



# Related Documents

- **Disruptive Behavior Policy**

[https://www.stonybrook.edu/policy/\\_pdf/disruptive\\_behavior\\_policy.pdf](https://www.stonybrook.edu/policy/_pdf/disruptive_behavior_policy.pdf)

- **Domestic Violence & the Workplace Policy**

[https://www.stonybrook.edu/policy/\\_pdf/domestic\\_violence\\_and\\_the\\_workplace\\_policy.pdf](https://www.stonybrook.edu/policy/_pdf/domestic_violence_and_the_workplace_policy.pdf)

- **Sexual Harassment**

[https://www.stonybrook.edu/policy/\\_pdf/sexual\\_misconduct\\_and\\_reporting\\_policy.pdf](https://www.stonybrook.edu/policy/_pdf/sexual_misconduct_and_reporting_policy.pdf)

