

Campus Violence Prevention Plan

Created: August 19, 2026



A tall, rectangular concrete sign for Oakton College stands in a field of tall grass and shrubs. The sign is light gray and features the college's name in a green, serif font. Above the text is a dark, stylized oak leaf logo. The sign is set against a blue sky with wispy clouds. The surrounding landscape includes tall, dry grasses and some green and brown shrubs in the foreground and background.

Oakton
College

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Letter from the President

August 2026

To Whom It May Concern:

Oakton College is committed to providing a violence free environment in which its students and staff can learn and work. To further that commitment, Oakton College has developed this Campus Violence Prevention Plan. This plan ensures a comprehensive approach to the issue of violence on campus, and establishes programs, and strategies to address this issue.

The Oakton College Campus Violence Prevention Plan, as follows, supersedes any previously developed and/or implemented plans for addressing violence prevention at any Oakton College campus.

As President of Oakton College, I have reviewed and approved this plan.



Joianne L. Smith, Ph.D.
President, Oakton College

Record of Changes

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Distribution List

Below is a list of the employees and groups that have been provided with a complete copy of the Oakton College Campus Violence Prevention Plan (CVPP). These recipients will also be provided with any changes or updates that occur to the CVPP.

The campus community will be notified of the CVPP updates via e-mail and portions of the plan will be located on the College website; the entire plan will be sent to the following:

Name	Department	Title
Joianne Smith	President's Office	President
Katherine Sawyer	Marketing/Communications	Chief Advancement Officer
Ileo Lott	Academic Affairs	Provost and Vice President
Michele Roberts	Administrative Affairs	Vice President
Bernard Little	Student Affairs	Vice President
Johanna Fine	Human Resources	CHRO
Kelly Iwanaga Becker	Office of Planning and Research	Associate Vice President of Institutional Effectiveness
Sebastian Contreras, Jr.	Student Affairs	Associate Vice President
Robyn Bailey	Adult, Continuing Education, and Workforce Development	Director of Operations and Administration
Mark Kiel	Counseling, Health, and Wellness Services	Dean
Keith Morgan-Dunham	Counseling Services	Coordinator
Aaron Wernick	Oakton College Police Department	Chief of Police and Emergency Management
	Oakton College Police Department	Deputy Chief, Sergeants, Officers
	Des Plaines Police Department	
	Evanston Police Department	
	Skokie Police Department	

1. Introduction

1.1 Purpose Statement

Oakton College is committed to maintaining a safe and violence free environment in which its students, faculty, staff, and visitors learn and work. Although some College departments and groups may be more directly involved, violence prevention on Oakton College campuses is a cooperative endeavor. It is vital that all departments and groups work together to create an environment in which acts of violence are not tolerated and steps are taken to:

- Anticipate, recognize, and prevent potential violent incidents, before they occur;
- Convey a unified message that incidents of violence will not be tolerated;
- Implement educational programs that will further the goal of violence prevention; and,
- Respond to acts of violence in a way that clearly communicates that violence on campus will not be accepted.

Illinois Institutions of Higher Education are required to develop an inter-disciplinary and multijurisdictional campus violence prevention plan in compliance with the Illinois Campus Security Enhancement Act (110 ILCS 12/20) and related provisions of the Illinois Administrative Code. The CVPP is intended to bring together all College violence prevention, reduction and response programs, and create a unified approach to address the potential and real acts of violence which may occur on campuses. To aid in accomplishing this goal, Oakton College has established a Campus Violence Prevention Committee (CVPC) and a Risk Assessment to Determine Appropriate Response (RADAR) Team, which will serve as the Campus Threat Assessment Team.

2. Violence Prevention Policies and Procedures

2.1 Community Responsibility

The College is committed to developing preventive measures which include pre-employment screening for predetermined positions, programs and presentations to increase employee and student awareness, and training of staff regarding early recognition and response to potential and real acts of violence.

2.1.1 Responsibility to Report

It is the responsibility of all campus community members to promote and maintain an environment free from violence at all College facilities and College sponsored events. This responsibility includes being aware of one's surroundings and immediately reporting incidents, behaviors or actions that seem unusual, disruptive, suspicious, threatening, or violent in nature.

2.1.2 Reporting Process

The College expects and encourages all campus community members to immediately report any incident of in-progress or imminent violence to the Oakton College Police Department at 847.635.1888 (ext. 1888) or to call 9-1-1. Other instances of disruptive behavior or conduct that is not of an in-progress or imminent violence nature should be made to the Oakton College Police Department, a faculty member, division dean, department chair, Office of Student Affairs, the Counseling Department, RADAR Team, or to the Chief Human Resources Officer. Campus community members may also report such behavior on a RADAR/Concerning Behavior Incident Report found on the College website. Employee concerns will be evaluated according to the Employee Behavior Intervention Process followed by Human Resources. It will be the responsibility of anyone receiving such a report, to convey the report to the appropriate authority and assure that the RADAR Team (for students) or Human Resources (for employees) is made aware of the concern.

Examples of behaviors that should be reported include, but are not limited to:

- A slow or radical change in a person's behaviors, appearance or work performance;
- Aggressive or irrational behavior in words or actions;
- Severe depression, unhappiness or radical mood swings;
- Inability to control anger or serious confrontational display;
- Unusual reactions to normal situations or obstacles;
- Lack of emotion, especially compassion or empathy;
- Threats or acts of violence;
- Damage to property;
- Expressions of suicidal thoughts, feelings or acts;
- Any action or behavior that could reasonable be interpreted as potentially leading to violence; and
- Threatening statements, writing or drawings.

Additionally, other examples of behaviors, in addition to those described above may be displayed by employees and be reason for concern. These include, but are not limited to:

- Attendance problems;
- Decreased productivity;
- Adverse impact of supervisor's time requiring on-going counseling about personal problems, issues dealing with co-workers, personal stress/depression;
- Inconsistent work patterns;
- Concentration problems at work;
- Safety issues or increased accidents or self-injuries at work;
- Poor health or hygiene; and
- Evidence of potential drug use or alcohol use or abuse.

2.1.3 Other Applicable Policies:

If an incident involves conduct or behavior of a student, visitor, or employee which is a violation of a more specific College policy (i.e. Code of Student Conduct or employee personnel policies) appropriate action will be taken by the College department responsible for handling such matters.

2.2 College Policies

The College has incorporated violence prevention strategies into the following College policies:

- 2.2.1 1100 Nondiscrimination
- 2.2.2 1101 Sexual Harassment
- 2.2.3 1102 Sexual Assault
- 2.2.4 1103 Substance Abuse
- 2.2.5 1104 Drug Free Workplace
- 2.2.6 1105 Drug Free Schools and Communities Act Rules
- 2.2.7 1116 Compliance with Campus Sex Crimes Prevention Act
- 2.2.8 1118 Concealed Carry Policy
- 2.2.9 5122 Code of Student Conduct

2.3 Federal and State Laws and Regulations

The Federal Student Right to Know and Campus Security Act (Clery)

Federal Safety and Drug Free Schools and Communities Act

Federal Drug Free Workplace Act of 1988

Higher Education Act of 1998 • Higher Education Opportunity Act

Uniform Crime Reporting (Both State and Federal)

Federal and State Alcohol, Drug and Weapon Laws

Title IX of the Educational Amendment Law

Violence Against Women Act (VAWA)

Illinois Campus Security Act

Illinois Campus Security Enhancement Act

Illinois Victims of Trafficking and Violence Prevention Act of 2000 (Sex Offender)

Illinois Preventing Sexual Violence in Higher Education Act

Illinois Campus Demonstrations Act

Illinois Meningitis Information Law

Illinois Firearm Owners Identification Card Act

Illinois Mental Health and Developmental Disabilities and Confidentiality Act

2.4 National Incident Management Systems Compliance

In compliance with Homeland Security Presidential Directive Number 5 (HSPD-5) the College has adopted the National Incident Management System as its method of response to emergency situations where clear lines of communication are needed both within the College and with outside agencies.

2.5 Emergency Notification and Communication

Oakton College recognizes the need for rapid notification of incidents of violence from both the public to the police, as well as from the College to the public. Emergency call boxes and panic alarms are located in the parking lots and at interior locations at the Des Plaines and Skokie Campuses. By pushing the button on the call box or panic alarm, the Oakton College Police Department is automatically notified of the location of the activation. Radio and/or phone communication can be established if the person is using a call box. Evanston Center is patrolled by Endeavor Health Public Safety and they should be contacted in case of an emergency.

The College public address system is used primarily for communication of priority and emergency messages to major segments of the College community. Examples of priority and emergency messages include warnings of a severe weather condition, warnings of an impending natural disaster, or evacuation instructions.

The College utilizes *Alert!Oakton* as a mass notification system in the event of an emergency so that students, staff and faculty members can be notified by registered email, text message, cell phone, or other phone device. This system requires that individual College community members register for this notification service, in order to receive emergency messages through personal devices such as a cell phone, home phone, or other device. Unregistered individuals will receive emergency information through Oakton College email, the Oakton College's official website, Oakton College social media accounts, and other public systems.

2.6 Publications

The Oakton College Police Department has published an Emergency and Evacuation Plan quick access flip chart which provides information on various emergencies including active shooter and other violence incident responses. These charts are distributed to all work areas, classrooms, and are posted throughout the campuses.

3. Violence Prevention Strategies

3.1 Campus Violence Prevention Committee

A Campus Violence Prevention Committee (CVPC) was formed as a centralized resource to provide support, guidance, research, and policy review in regards to violence prevention on campus.

The members of the committee will include:

- Associate Vice President for Student Affairs
- Chief of Police and Emergency Management
- Dean of Access, Equity and Diversity
- Dean of Counseling, Health and Wellness
- Deputy Chief of Police
- Director of Operations and Administration/Dean of Skokie Campus
- Senior Manager, Human Resources
- Senior Manager, Student Life and Campus Inclusion
- Student Conduct Manager and Deputy Title IX Coordinator
- Vice President for Student Affairs

The chairperson of this committee will be designated by the College President. Other members of the administration, faculty, staff, and student body may be appointed to the committee as needed.

The Campus Violence Prevention Committee will be tasked with creating and maintaining a Campus Violence Prevention Plan designed to integrate existing violence reduction strategies and to promote violence reduction through the introduction and support of policies and programs addressing violence in all forms. The committee will determine its structure and identify the individuals responsible for education and prevention of violence on the Oakton College campuses.

The Campus Violence Prevention Plan will include:

- Integration of all existing campus programs and policies that deal with violence related issues (e.g. workplace violence, suicide prevention, anti-bullying, stigma reduction, sexual assault, etc.);
- Incorporation of violence prevention strategies into related policies and/or procedures; and
- Encouragement of zero tolerance policy statements that reaffirm violence prevention strategies.

The Campus Violence Prevention Committee will develop strategies toward the prevention of violence on campus which may include, but not be limited to, determining methods of communication to and education of the College community regarding violence recognition, prevention, and safety measures to enhance campus safety.

3.2 Risk Assessment to Determine Appropriate Response (RADAR) Team

The Risk Assessment to Determine Appropriate Response (RADAR) Team functions as the Campus Threat Assessment Team for the College. The Team will conduct threat assessment, address aberrant, dangerous, or threatening behavior on the campuses, and provide guidance and best practices for preventing violence and providing supportive services. The Team will review and respond to reported incidents of violence or potential violence that occur within the campus community.

The Associate Vice President for Student Affairs will serve as chairperson of the RADAR Team which will include:

- Associate Vice President for Student Affairs and Title IX Coordinator
- Chief of Police and Emergency Management
- Dean of Counseling, Health and Wellness
- Deputy Chief of Police
- Senior Manager, Access and Disability Resource Center
- Senior Manager, Human Resources
- Senior Student Care Coordinator
- Student Care Coordinator
- Student Conduct Manager and Deputy Title IX Coordinator

The RADAR Team promotes a safe learning environment at the College and responds to concerning student behaviors that include but are not limited to disturbed writings, paranoid behavior, anger or irritation, suicidal remarks or attempts. Individuals displaying concerning behaviors may not necessarily be violating the Student Code of Conduct. After receiving a report form, the RADAR multidisciplinary team will assess available information regarding an individual student and determine an appropriate course of action.

Once notified of a threat or potential threat, the RADAR Team will confer as soon as reasonably possible to determine the appropriate response to the incident. The RADAR Team will make a timely response and follow up on all actions taken or recommended.

The RADAR Team will:

- Be responsible for reviewing reported incidents involving actual or potential danger of violence related to students and employees;
- Provide guidance to students, faculty, and staff about how to recognize, address and report aberrant and threatening behavior;
- Identify individuals that will have access to information;
 - Use a fact-based assessment process to investigate threats, actions, or conduct that may lead to targeted violence and determine situation specific response action plans;
- Access a range of support services for students, faculty and staff that includes mental health services, crisis management, and comprehensive services for victims, whether provided on campus or by accessing community resources; and
- Requirements for protecting the privacy of persons providing information to and subject to scrutiny by the RADAR Team.
- Meet regularly to provide post-incident assessments and evaluate the effectiveness and response to incidents on a case or aggregate basis.

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

3.3 Preventive Measures and Programs

The following information lists the various College departments that are actively involved in violence prevention activities and delineates some of the specific programs and procedures they conduct.

3.3.1 Oakton College Police Department

The Oakton College Police Department has sworn police officers who are state certified peace officers with the same authority as municipal police officers. Police officers are present at the Des Plaines and Skokie Oakton College's campuses, and work closely with the Des Plaines and Skokie Police Departments. The Evanston Center Campus is patrolled by Endeavor Health Security. Both Endeavor Health and Oakton College Police Department work closely with the Evanston Police Department. The Oakton Police Department is a member of the Illinois Law Enforcement Alarm System (ILEAS) mutual aid agreement, and has access to the resources available for member agencies.

The Oakton College Police Department is responsible for ensuring the Oakton College Emergency Operations Plan (EOP) is reviewed and updated, if necessary, at least annually. The EOP has been developed to ensure a coordinated and effective response to any significant hazard that might threaten the college. The plan is a realistic reflection of the way emergency response will be carried out when an event occurs. All individuals, departments, and agencies tasked under this plan contributed in some way to its development.

The Emergency Operations Plan will be reviewed and updated each year to incorporate the most recent technological advances and the timeliest information available to the college and emergency management communities, as well as to document any new partnerships that have been developed during the year.

This plan does not attempt to define for each agency how to perform its essential tasks during an emergency. The Basic Plan serves as the conceptual and policy framework for any response effort. The plan, with its annexes, defines the general roles of each response agency and partner prior to an event serves to reduce confusion and conflict during emergencies, which significantly decreases the vulnerability of people and property to hazardous threats.

The Oakton Police Department works closely with the Student Affairs Department to respond to and resolve incidents of potential or actual violence, through the use of the Code of Student Conduct and, if necessary, the Illinois Criminal Code.

Some of the Oakton College Police Department violence prevention programs include:

- Officer training on:
 - Rapid response to active shooters
 - Domestic violence
 - De-escalation of violent encounters
 - Rescue Task Force coordination
 - Behavioral Threat Assessment/CIT
- Staff and student presentations regarding crisis procedure and response;
- Safety alerts when appropriate based on CLERY requirements;
- Presentations at new employee and new student orientation sessions;
- Liaisons with student and staff groups to identify and respond to situations of concern; and,
- Crime prevention and personal safety presentations.

3.3.2 Student Affairs Department

The Student Affairs Department led by the Vice President for Student Affairs is responsible for the enforcement of the Code of Student Conduct. Oakton College strives to create an inclusive and accepting campus climate, free of bias and hate, where students, employees, and other stakeholders are resilient as they work together to create positive change. The Code of Student Conduct provides fair and reasonable rules and procedures to promote human development and to ensure that students do not engage in conduct that materially or substantially interferes with requirements of appropriate discipline for the operation of the College.

Any student found to have committed misconduct is subject to disciplinary sanctions. Misconduct as defined in the Code of Student Conduct includes:

- Any verbal, written, electronic or physical behavior that is directed at a person or group of persons which creates an environment wherein the behavior is inherently likely to provide a violent reaction, whether or not it actually does so;
- Physical abuse, verbal abuse, threats, intimidation, harassment, coercion, sexual assault and/or other conduct that threatens or endangers the health or safety of any person;
- Participating in, making claims of, or claiming responsibility for, terrorist activity, whether in fact or as a hoax; and
- Acts of hazing

Oakton College has made a commitment to invest in strategies to make the College a more inclusive institution for faculty, staff, and students through the Office of Access, Equity and Diversity. This office works closely with the College's Diversity Council and Anti-Racism Team.

The College assists survivors of sexual harassment, sexual assault, domestic violence, dating violence, and stalking and provides each survivor with a written explanation of their rights. Any person who obtains an order of protection from any jurisdiction is asked to provide a copy to the College Title IX Coordinator and the Oakton College Police Department. A complainant may then work with the Oakton College Police Department to develop an action plan for police and the complainant to reduce risk of harm while on campus or coming to and going from campus.

3.3.3 Counseling Department

The Counseling Department offers individual and group short-term counseling for students who struggle with a wide array of presenting issues, including adjustment and transition challenges, and mental health concerns. Counselors also offer crisis intervention during the College's normal business hours, consultation with faculty and staff, and referral information for students who need long-term services not available at Oakton.

3.3.4 Human Resources Department

The Human Resources Department is responsible for responding to employee behavioral concerns for the College. A manager from Human Resources is also part of the RADAR Team to address any reports involving employees. Other responsibilities of Human Resources include conducting employee background checks on applicants for certain designated positions, oversight over the Employee Assistance Program which provides counseling referrals for employees who are in need of assistance. Human Resources also provides employee training during new employee orientation and periodically thereafter to enhance employee awareness about workplace violence warning signs, reporting, and appropriate response to threats or actual workplace violence and early intervention to prevent violence. Human Resources is also responsible for enforcement of employee related College Board of Trustee policies and labor contract provisions that relate to workplace violence and/or harassment.

4. Plan Maintenance and Development

4.1 Plan Input and Update

Intended as a "living document", the plan will be modified as circumstances change and opportunities for improvement are identified. Suggestions and recommendations should be submitted to the Chief of Police and Emergency Management, and the Campus Violence Prevention Committee will review and evaluate them.

4.2 Approval and Revision

This Plan has been approved by the President of Oakton College. It will be reviewed a minimum of once a year by the Campus Violence Prevention Committee and necessary revisions will be made as needed.





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7701 Lincoln Avenue, Skokie, Illinois 60077

Evanston Center, 2500 Ridge Avenue, Evanston, Illinois 60201

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