UNIVERSITY OF NOTRE DAME

Violence in the University Community

Responsible Offices:
The Office of the Provost and Notre Dame Human Resources
Revised: May 2026
Applies to: All members of the University Community

Policy

The University of Notre Dame is committed to maintaining a safe environment. The University will not tolerate violence, threats of violence, or intimidation by faculty, staff, students*, or visitors, including independent contractors, that impacts the University or a member of the University community. Prohibited behavior can include physical acts, oral or written statements made in any medium (e.g., face-to-face, via regular or electronic mail, or via telephone), gestures and expressions, or behaviors such as stalking.

Any member of the University community who becomes aware of any conduct prohibited by this Policy should immediately report the conduct to either the Notre Dame Police Department or the appropriate office as detailed in the Procedures below.

**Although this policy does not apply to students, the conduct prohibited in this policy is also prohibited in du Lac, A Guide to Student Life (see Student Life Policies.) All violent acts, threats of violence or intimidation by students will be addressed by the Office of Community Standards in accordance with du Lac.*

This policy is in addition to any existing University policies such as the Policy on Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct, and the Firearms and Other Weapons policy, all of which are intended to create an environment conducive to the educational mission of the University. Under no circumstances shall this or any other University policy be interpreted to prohibit the University from taking action designed to prevent imminent violence.

Procedures

Reporting Procedures

- Emergencies – Violence, threats of violence, or intimidation that require immediate response should be reported as follows:
  - Campus telephone
    - Dial 911 for response by Notre Dame Police or Fire Departments (*preferred due to response time)
  - Cell phone while on campus
    - Dial 574-631-5555 for response by Notre Dame Police or Fire Departments
  - Off-campus telephone or off-campus cell phone

- Dial 911 for response by local community emergency response agencies

- Call boxes are located in parking lots around campus for use in case of emergency situations.

  Calls from these locations will connect directly with the Notre Dame Police Department.

- The ND Safe App Mobile Blue Light feature can also be used to contact Notre Dame Police and Fire Departments while on campus. When you press the button and connect with dispatch, they will immediately know your live location even if you can't speak.

- Non-emergencies – Non-emergency incidents should be reported as soon as possible to Notre Dame Human Resources or the Provost Office (or the Office of Community Standards for incidents involving students) as appropriate, for guidance and assistance and to ensure that proper policies and procedures are followed

Additional Reporting Requirements

All faculty and staff should report to the Notre Dame Police Department any restraining orders that would:

- Effectively prohibit the presence of the restrained individual from any part of the University of Notre Dame's property
- Effectively prohibit contact by the restrained individual with any member of the University community.

Visitors

Visitors should report incidents of violence, threats of violence, or intimidation to the Notre Dame Police Department.

Investigations

The University will investigate all reports of violence, threats of violence, or intimidation.

- Depending on the circumstances, Notre Dame Human Resources or the Provost Office (or the Office of Community Standards for incidents involving students) will generally conduct the investigation
- All investigations will be conducted in a discreet and confidential manner to the extent that is reasonably possible
- Victims and witnesses will be advised as appropriate of the outcome of the investigation and what they should expect in the future

Policy Enforcement

Violations of this policy will be treated seriously and with prompt action.

- Any staff or faculty member found in violation of this policy may be subject to disciplinary action up to and including termination of their employment relationship with the University
- Any individual who violates this policy may be trespassed from University premises
- In addition, where necessary, the University may refer incidents of violence, threats of violence, or intimidation to the appropriate Prosecuting Attorney or other law enforcement agency

Retaliation

Under the University's Non-Retaliation Policy, the University prohibits retaliation against individuals who act in good faith by identifying or addressing potential violations of University policy, including reporting conduct believed to be in violation of this Policy. The University also prohibits individuals from making deliberately false or misleading reports under this policy. Individuals who make such reports may be subject to disciplinary action up to and including termination of employment or dismissal from the University under appropriate University disciplinary policies.

Definitions

Intimidation: Intimidation is an act towards another person(s) whether verbal, written or physical, the purpose of which is to coerce or frighten, and the result of which could reasonably cause the other person(s) to fear for his or her physical safety or the physical safety of others.

Threat of violence: A threat of violence is any expression of intent to use violence or otherwise to cause physical harm to another person(s) regardless of whether the person communicating the threat has the ability to carry it out and regardless of whether the threat is made on a present, conditional, or future basis.

Violence: Violence is any act intended to cause physical harm to another person(s). Violence includes the exercise of physical force against another person including, but not limited to, hitting, pushing, kicking, shoving, throwing of objects, or fighting. Violence may or may not involve the use of weapons, vehicles, substances, or other means.