



Safety Procedures

- The Incident Command structure has been developed so that an emergency response can be initiated and operated by “on duty” police personnel until such time as additional personnel support is required/necessary.
- Emergency Evacuation and Operation Plan for all campus buildings (on line at www.salemstate.edu/eeop and in the Campus Police Department).
- Critical Incident Emergency Response Guide (on line at www.salemstate.edu/eeop and in the Campus Police Department).
- Twenty-eight surveillance cameras and 102 emergency phones inside and outside of buildings at all five campus sites; 136 phones in classrooms; and 2 T-3 electric vehicles.
- Four of the University's five residence halls have 24/7 desk coverage. The fifth residence hall area is a townhouse complex that is locked 24 hours with key access only. The back doors to this complex are alarmed with the alarm signal monitored by the Campus Police Department.
- Four out of the five residence halls have a stringent guest policy that requires all guests to be officially signed in, provide a photo identification card and be escorted while in the building.
- Four out of the five residence halls have Public Announcement systems.
- Four out of the five residence halls have panic buttons that linked directly to the Campus Police dispatch.
- "Panic buttons" are located in selective administrative offices and monitored by the Campus Police Department.
- The University has installed 12 plasma TV screens for each of the campuses to communicate campus events/news/emergencies.
- All senior staff carry emergency telephone cards.
- The University contracts with “ConnectEd” for its emergency notification system. Several tests have been conducted on the system to ensure that it operates appropriately. ITS has developed a program in which students must provide the

University with personal contact information prior to being able to register. This has helped tremendously with getting more student phone numbers in the system so they can be contacted should there be a campus emergency. The system sends voice, e-mail and text messages.

Prevention

- The University has weekly "Community Meetings" with staff from Campus Police, Judicial Affairs, Residence Life, Counseling & Health Services, Multicultural Affairs, Office for Student with Disabilities, and ADEPT (Alcohol/Drug Education Prevention & Training) to identify potential problems/issues/patterns to create a campus safety net.
- The University has an on campus Counseling and Health Services Department that employs a medical doctor, nurse practitioners and psychologists.
- The University has a contractual relationship with the North Shore Medical Center and North Shore Ambulance to provide service to the University's students whenever necessary.
- The University currently has an Admissions Policy for new and transfer student applicants who identify themselves as having been adjudged a youthful offender or having a previous felony offense.
- The University has Standards and Procedures for Involuntary Administrative Withdrawal of Students for Medical or Psychiatric Reasons.
- The University's Student Conduct Code has an interim suspension from the University policy that is routinely invoked whenever a student is involved in a violent incident.
- The University has a Safety Committee consisting of students, faculty and staff who identify and remediate potential safety issues and concerns.
- Emergency Preparedness Task Force (health/natural disasters).

Campus Police

- The University Campus Police Department employs 28 officers for a student population of over 10,000 with approximately 1,200 faculty/staff.
- University police officers are deputized, special police officers in the City of Salem with full police powers.
- All Campus Police officers have extensive academy training in emergency techniques. Total training hours for the University's police force is 4,000.

- The University's Campus Police Department's communications system is equal to or better than similar systems found in municipalities.
- All University Campus Police officers are armed with Sig Sauer semi-automatic pistols.
- All Campus Police officers are fully trained first responders; five officers are EMT specialists; all officers know how to use defibrillators; all police cruisers contain oxygen, trauma kits and basic life support equipment.
- The University has a building designed and dedicated specifically for our Campus Police Department.
- Extensive and ongoing training on emergency preparedness including “active shooter” scenarios with the Massachusetts State Police and other North Shore police agencies.
- Police cruisers now carry “entry tool” equipment that can be used if someone chained or locked an entrance to a campus building.