

Salisbury University

Safety Programs and Protocols



Paramount to Salisbury University's mission is ensuring a safe environment for all members of the campus community. The University has developed programs and protocols that create and maintain a safe campus environment.

A Campus Culture of Safety

- The [SU Police Department \(SUPD\)](#) is responsible for personal safety and law enforcement on the campus. The SUPD has earned international accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA); this achievement is a reflection of the department's dedicated officers and staff members. The SUPD works with campus leadership to coordinate SU's well-established emergency preparedness and response procedures, including incidents of severe weather, fire, criminal behavior, hostile intruder(s) and campus lockdown. Campus officers wear body cameras and support more than 1,000 cameras installed across the campus. Additionally, SU Police serve as the immediate emergency response personnel and the president and executive staff assure continuity of campus operations.
- The **Campus Safety Task Force** meets monthly. Comprised of senior-level administrators, shared governance entities – including students – and special guests, the Task Force reviews safety protocols and debriefs on campus concerns and communicates issues, ideas and solutions.
- The **Traffic, Safety, Buildings and Grounds Committee** of SU's Governance Consortium meets regularly to assess and develop safety policies and protocols, while also working to improve student, faculty and staff awareness of local University safety initiatives and practices.
- The [Emergency Alert System \(EAS\)](#) provides emergency personnel with a means to rapidly communicate critical and/or lifesaving information to the campus community through a wide variety of channels, including siren, text, email, campus televisions and computers, with follow-up information also distributed through SU's website and social media accounts. The EAS uses a two-wave approach to alert and inform. The first wave consists of messages to address a variety of emergency conditions. The messages describe the nature of the emergency and what the campus population is asked to do. The second wave of information provides updates to the emergency, as needed.
- The SUPD, Student Affairs, the Student Government Association and Physical Plant conduct regular **Safety Walks** of the campus to evaluate general campus safety issues. They inspect campus Blue Light emergency phones, identify areas in need of increased lighting and ensure safe walkways. They conduct walks at off-campus student housing locations and private housing complexes to evaluate safety issues and provide practical advice on solutions to areas of concern.
- The [Campus Security Escort Service](#) uses a combination of police officers, security guards, student patrol and student volunteers to provide escorts to any member of the campus community who feels uncomfortable walking on campus during the hours of darkness.
- **Blue Light emergency phones** are placed at prominent locations throughout campus to use in case of an emergency, providing a direct and immediate line of communication with the SUPD.
- The [Saferide](#) program is a student-run organization that provides safe and free rides for students within a 3-mile radius of campus. Available 10 p.m.-2:30 a.m. Thursday-Saturday, students can call 410-677-5000 and be sure to have a safe ride home.
- The [Office of Student Accountability and Community Standards](#) fosters a community of integrity and respect through education and enforcement of SU's Code of Community Standards. It encourages students to have personal responsibility and accountability, which enhances the safety and well-being of all students.
- The [Office of Institutional Equity](#) supports and advances the University's commitment to create a safe and inclusive environment free of discrimination and supportive of all by leading campus efforts to manage all aspects of the Fair Practices/AA programs, as well as Title IX compliance, and weaves the diversity strategy throughout our campus.
- The [Housing and Residence Life](#) staff ensure the safety of students living on campus. The buildings have a new locking system that maintains a higher level of security. They conduct regular fire drills and undergo safety training, including comprehensive Department of Environmental Safety training on such issues of microbial growth awareness. They follow well-researched emergency evacuation plans, which have customized evacuation processes for those needing accommodations during evacuation. To meet the needs of students where they live, SU hosts social work interns within its residence halls to support the emotional needs of students.
- The **Dean of Students Office**, in consultation with other campus offices, helps support drug and alcohol education outside the classroom. Included in this area is maintaining federal requirements by implementing, assessing and reporting on all federal drug and alcohol requirements through the promotion of a federal Drug and Alcohol Education Program (DAAP).
- The [Environmental Safety](#) staff promote and ensure a safe and healthful environment for the campus community and visitors. They provide staff training and information on topics including biohazard awareness, CPR and AED use, workplace injury prevention, and office safety. In addition, they provide laboratory safety resources for students and faculty.

Community Partnerships

- University administration meets regularly with **local police agencies and city officials** to communicate student safety and protection needs.
- The **Neighborhood Relations Committee** of the SU Town Gown Council meets regularly to have a dialogue with neighborhood associations, policing and government agencies, student groups, and residence of the neighboring community about issues of concern. The group expanded to invite owners of establishments frequented by SU students to gain insight into safety issues at such venues.
- Under the leadership of Student Affairs and the Student Government Association, a **Neighborhood Compact** organization works with community landlords on student safety issues, including renters' rights and responsibilities, rental safety checklists, lighting concerns, and transportation/commuting safety. The compact shares a Safety Precautions Form with property owners/managers to help them assess and improve their safety protocols.
- The **Off-Campus Housing Office** hosts **Renters Fairs** to assist students in making informed and safe decisions on where to live and how to review a lease. University Police provides crime rate information and crime prevention materials, and the city code compliance office offers information on safe housing.
- Every fall, SU students and representatives hold a **Door-Knocking Campaign**, walking through the campus-adjacent neighborhoods to distribute door hangers that share information that educates students and community members on ways to communicate effectively with one another, as well as how to report concerns to the University.
- The University has established strong and regular communications with county alcohol enforcement agents, local bars and restaurants, and private housing providers to discuss **alcohol-related safety** concerns. In support of these efforts, the University has joined the Maryland Alcohol Collaborative, and the Office of Student and Accountability and Community Standards created and distributed fake-ID awareness posters to local drinking establishments to deter illegal consumption. Through SU's county partnership, false ID reports are adjudicated through the campus' Code of Community Standards protocols.
- SU operates academic programs at several sites throughout the state and in Germany. Emergency and safety programs and protocols are typically managed locally by the regional or satellite centers. Please contact Amy Benjamin, director of Satellite and Affiliate Operations, (asbenjamin@salisbury.edu) with any questions about safety protocols at these sites.



Personal Wellness and Safety

- In order to promote the safety and health of SU's students, the **Care Team** evaluates and addresses student behavior that is concerning and coordinates the resources of the University to intervene and provide necessary supports. The Care Team coordinates a response plan for students who have been identified as academically, psychologically or physically distressed.
- Key Student Affairs Division professionals serve on the **Emergency On-Call Response Team** to respond to campus and student emergencies. The team collaborates with local law enforcement and emergency medical facilities to provide optimal care for SU students in crisis.
- Members of the campus community are encouraged to complete free, interactive **Kognito training** to help recognize signs of distress, know the proper resources and learn how to have conversations that can change lives. Bystander intervention information is part of SU's new student orientation programming other campus safety initiatives.
- **Student Health Services** is available year-round for health concerns, including illness, injury, testing, consultation and referral.
- **Campus Health** provides COVID-19 testing and vaccines for SU students and employees, and contact tracing services for the campus community.
- The **Counseling Center** provides high-quality professional mental health and psychiatric services, including prevention efforts and assessment and treatment of psychological problems, emotional concerns, and mental health issues of individuals and groups. Expanding its care beyond campus, the Counseling Center has a strong relationship with the Wicomico County Mobile Crisis team. To provide continuous care, Counseling Center staff have 12-month positions, making their services available whenever needed.
- The Counseling Center offers access to **TimelyCare**, an external tele-mental health service provider that is free for all students. Services provided included **TalkNow**, 24/7 mental health support; scheduled counseling sessions with a licensed provider; and live and on-demand yoga, meditation and educational sessions.
- The **Disability Resource Center** offers support services for students with documented disabilities, including medical, psychiatric, and mobility impairments as well as visual and hearing impairments. They also offer a variety of services designed to assure compliance with all federal, state and local regulations.
- The **SU Cares** program is a centralized clearinghouse of support services to help students succeed. It provides an online system for anyone to ask for assistance or to report a student situation about which they are concerned.
- **Safe Spaces** training aims to reduce the often unwelcoming and even hostile environments in which LGBTQIA+ people navigate in their daily lives. Training participants understand their role and responsibility in creating a more welcoming environment on campus and beyond.
- All new students complete **online educational programs** that cover issues related to alcohol and drug use, Title IX (sexual discrimination, sexual assault, sexual harassment), and diversity.
- SU joined **Wicomico Goes Purple**, a substance abuse awareness program that focuses on prevention, treatment and recovery.
- SU's **Medical Amnesty Policy** helps remove barriers to students in need of help. Students are not penalized on a first instance when they need to be transported for substance abuse. In addition, the person who calls for help is not accountable for any Community Standards violation that may be part of the incident.
- SU **Athletics** requires all student-athletes to follow an Athletic Code of Conduct that dictates displaying good sportsmanship and avoiding unsafe and unlawful activities. For participation, student-athletes must undergo a physical examination by a physician and abide by SU Athletics medical procedures to ensure their personal health and safety.
- Students interested in joining a **fraternity or sorority** at SU complete an education program on **avoiding hazing**, so they are clear on what hazing is and how to report.
- The SUPD provides **Rape Aggression Defense (RAD) training**, which is a comprehensive course for women that covers awareness, prevention, risk reduction and avoidance, progressing to the basics of hands-on defense training.
- To ensure students' **digital safety**, SU's **Information Technology Department** requires duo, multi-factor authentication to protect student accounts if their password is compromised and provides computer labs that are protected against malware and viruses through End Point Protection products.

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