Southern Cross University

Critical risk
Violence and aggression
Violence and aggression towards a SCU employee, student, visitor or contractor.

Cause #	Cause description
1	An individual (experiencing mental ill-health, under the influence, armed, previous student or employee, member of public with intent to harm) attacks an SCU employee or student.
2	An armed individual (member of the public, previous employee or student) with specific intent to cause fatal harm enters a SCU campus and attacks.
3	A SCU employee or student, working remote and isolated is threatened or attacked with potential to cause fatal harm.
4	Students attend a placements in industries or in a remote community with an increased likelihood of violence and aggression.
5	A SCU employee is working from home and is threatened or attacked by a domestic violence perpetrator with potential to cause fatal harm.
6	An individual or group physically attack SCU employees during emergency evacuation with Lismore campus as the e-vac center.
7	A SCU employee or student weaponises items on campus (e.g. kitchen knives, maintenance tools) and attacks with potential to be fatal.
8	A SCU employee or student is physically attacked in a road rage incident with potential to cause fatal harm.

Potential to interact with other fatal risks	
Critical risk	Potential interaction
Remote or isolated work.	Delay in emergency response.
Vehicle operation.	Road rage.

Preventive controls (reducing likelihood)	Critical/non critical	Cause #
(CC01) Duress alarms: Installed and accessible at critical locations.	**Critical**	1, 2, 6, 7
(CC02) High-risk persons database: A potential high-risk persons is established and maintained and action is taken per the database recommendations.	**Critical**	1 – 7
(CC03) Building security assessments: There are three-yearly security assessments completed for SCU campus and sites, followed on by installation and maintenance of security equipment based on those assessments.	**Critical**	1, 2, 7
(CC04) Campus access control: There is controlled access of to SCU campus buildings and controlled sites.	**Critical**	1, 2, 6, 7
(CC05) SCU Employee Pairing: There is a defined process to ensure a minimum of two SCU employees are present when interacting with people identified as high risk people (potential for occupational violent behaviour) or attending a location where high risk people may be present or is remote and isolated.	**Critical**	3, 4, 5
Employee and student 'campus safety' awareness training.	Non-Critical	1, 2, 3, 4, 5, 7, 8
Regular, visible campus security patrols.	Non-Critical	1, 2, 3, 6, 7
Building design review to consider ample lighting, forward-facing doors with swipe card access only, and other security measures.	Non-Critical	1, 2, 3, 6, 7
Weekend campus work security protocol (check in and out with security).	Non-Critical	1, 2, 3
Oversight of tenants security policies.	Non-Critical	1 ,2, 3
Employee de-escalation training.	Non-Critical	1 – 8
Security escorts available on request.	Non-Critical	1, 2, 3
Regular and visible campus security patrols.	Non-Critical	1, 2, 3, 6, 7
Relocation option in DV or harassment instances.	Non-Critical	5
Property Services maintenance tools securely locked away when not in use.	Non-Critical	7
Physical barriers in use for student facing services.	Non-Critical	1, 7
Campus lockdown procedure.	Non-Critical	2
Mitigating controls (reducing consequence)	**Critical/non critical**	**Cause #**
(CC06) First Aid Training: SCU first aid officers are trained in first aid.	**Critical**	1 – 7