CAMPUS VIOLENCE AND THE FACULTY RESPONSE

An All-Faculty Brown Bag
PRESENTERS

Matthew Carmichael  
Chief, UC Davis Police Department  

Donald Dudley  
Director, Student Support & Judicial Affairs  

Steve Green  
Manager, Employee & Labor Relations  

Ruben Valencia  
Director, Academic and Staff Assistance Program
SESSION AGENDA

- Institutional Readiness & Response
- Addressing Individuals of Concern
- Violence Prevention Strategies
- Interventions – Urgent and Non-urgent
- Personal Safety
- Campus Resources
The Institutional Response
COMPONENTS OF A COMPREHENSIVE PROGRAM

- Mass Notification
- Emergency phone systems with announcement capability
- Pre-planning from a communication perspective (lessons learned)
- Continuous review of Davis City information
- NIXEL
COMPONENTS OF A COMPREHENSIVE PROGRAM

UC Davis Police Department
manual datamining of open source information

Effective December 1, 2015

Social Sentinel

- Access
- Alert
- Avert
COMPONENTS OF A COMPREHENSIVE PROGRAM

- Constant Evaluation
- Review all active incidents
- Update policy and practice
- Department-wide survey
- Research latest technology
- Encouraging our partners
  - Faculty
  - Staff
  - Students
- Is there a better way?
COMPONENTS OF A COMPREHENSIVE PROGRAM

- Community Training
  - Online Video, Run, Hide, Fight (DHS)
  - Community presentations run by UCDPD VIPS (Student Health)
- Campus Exercise
- Self Defense Training (Safety Services)
- Community Emergency Response Team (C.E.R.T.) Training (VIPS)
IMMEDIATE THREAT - WHAT SHOULD I DO?

- Active shooter – run, hide, fight

- Fire (fire alarm) - leave the building immediately and proceed to muster point; follow instructions of first responders

- WarnMe message during class – follow instructions on message

- NEVER HESITATE to call 9-1-1 for help

- UC Davis Emergency Response Guide (one handout today)
COMPONENTS OF A COMPREHENSIVE PROGRAM

- Police Training
- Education
  - NTOA structured training for all police personnel
- Tactical Dispatching
- Equipment
COMPONENTS OF A COMPREHENSIVE PROGRAM

• On the Horizon
  • Campus-wide approach to facility security
    • Card access
    • CCTV
    • Increased security personnel (Aggie Host)
  • Upgraded communication technology
    • Computer monitor notifications
    • Enhanced emergency phones
    • Policy and procedure
  • Community Survival Strategies for Faculty
  • Building community trust
COMPONENTS OF A COMPREHENSIVE PROGRAM
DIRECTOR DON DUDLEY

Student Support & Judicial Affairs
STUDENTS OF CONCERN

Distressed and Distressing Students

Addressing student behavior

- Using conduct as leverage to help students
- Consider student medical issues to determine the right response
STUDENTS OF CONCERN

Students of Concern Response Team

- Collect information
- Consult and choose correct response to reduce risk
- Monitor

SJA Case Manager

- Able to share information with campus units
- Obtain releases of information
- Referral to appropriate resources
TIPS FOR RESPONDING TO DISTRESSED OR DISTRESSING STUDENTS

- Set classroom expectations early and discuss what will occur in an emergency
- Pay attention to what you see
- Initiate contact – assume nothing, ask questions, inquire what the student would like you to do with information shared
- Listen objectively
- Offer support and assistance; help problem solve
- Clarify your role – keep professional distance; know your limits and set them
- Refer when needed – don’t keep it a secret and don’t promise confidentiality
STUDENT RECORDS
FERPA

- Information recorded in any manner about a student for use in educational process.
- Disclosure allowed to other University officials who have a legitimate educational interest in the record. Encouraged to share information with each other at University.
- Release of personally identifiable information to third parties outside University requires written permission of student.
- Information can be released to third parties in health and safety emergency.
- Students have a right to have access and review their educational records.
DIRECTOR RUBEN VALENCIA

Academic and Staff Assistance Program
ACADEMIC & STAFF ASSISTANCE PROGRAM (ASAP)

- Counseling Center for Faculty, Staff, and immediate family members who live in their households
- Free Individual, Couples, and Group Counseling
- Violence Prevention Consultations
- Departmental Consultations
- Debriefings
- Presentations
## WARNING SIGNS THAT INCREASE RISK

- Threatening/Disruptive/Violent Behavior
- Substance Abuse
- Irrational or Bizarre Behavior/Paranoia
- Fascination/Owns Weapons/Violence History
- Situational Factors (personal & professional)
- Emotional Instability
- Defiance/Demands/Intimidation
- Threats to harm self, others, or property
- Others express FEAR and CONCERN
The Angry Person

**Observe:** when there are outward signs of intoxication, hallucinations, or bizarre speech, contact the Police Department immediately. After doing so, simply listen to the complaint until assistance arrives.

**Listen:** Listen to the person’s complaint. He/she may need to know that you are willing to help them and are a top priority to you.

**Avoid defensiveness:** Do not defend the action of your department as the person complains.
The Angry Person continued

- **Acknowledge their emotions through support:** This will reduce the client’s fear and hostility. For example, say “I can understand how you would be upset. Please tell me how we can help you.” Non-support will only fuel their emotions.

- **Speak slowly, softly, and clearly:** It may help reduce anxiety.

- **Ask questions:** Ask questions that are relevant to the person’s problem and repeat what you hear so he/she knows they are being understood. “Mr. Jones, I can understand why you feel angry. How can we best help you?”

- **Offer a solution:** Even if it is a quick/temporary fix.
**Additional Personal Safety Tips**

- Do not allow the person to sit between you and the door. You must have ability to exit first and last.
- Remain seated 2-3 arm lengths away. This gives adequate distance from the person, yet provides for effective communication. **Don’t turn your back to the person.**
- Don’t have scissors or sharp or unsecured heavy objects on your desk or within reach during the incident; these could potentially be used as weapons.
- If possible, have another person of the opposite gender in the room when speaking with the person of concern. The third person can also provide solutions or alternatives to the problem.
Responding to Disruptive and threatening behavior

- **Describe the consequences of violent behavior.** For example, “I understand that you are angry, but violence won’t get us to a solution.”

- **If you feel you are in danger, alert the police department immediately.** Human resources should then be notified as soon as it is safe to do so.

- **If you see a weapon, immediately call 9-1-1 and then leave the area as soon as it is safe for you to do so.**
MANAGER STEPHEN GREEN

Employee and Labor Relations
Chair, Workplace Violence Prevention Committee
Academic Personnel Manual (APM) 015
“Forcible detention, threats of physical harm to, or harassment of another member of the University community, that interferes with that person’s performance of University activities.”

PPM 390-30 II Definitions:
“Disruptive behavior is aggressive behavior or conduct that may adversely affect the campus or workplace, may generate reasonable concern for personal safety, or may result in physical injury...”

Standards of Conduct for Students prohibit “assault, threats of violence, or conduct that threatens health or safety”

CAMPUS THREAT MANAGEMENT TEAMS

- Threat Assessment Process
- Multi-disciplinary Expertise for Problem Resolution
- Recommendations vs. Mandates
- Campus Safety vs. Individual Rights
Contact the Team if you have a concern about a student/staff

- Appears to pose a threat to him/herself or to others
- Makes implicit or explicit threats of harm
- Engages in disruptive, bizarre, unusual, or bullying behavior
- Otherwise causes you concern for his/her welfare or that of others

*Call UC Davis PD for imminent threats*
 USE YOUR RESOURCES

UC Davis Police Department
Emergencies, call 911; Non-Emergencies call (530) 754-COPS (2677)

UC Davis Fire Department
530-752-1234

Academic and Staff Assistance Program
530-752-2727

Students of Concern Response Team
530-752-1128

Workplace Violence Prevention Committee
530-754-8935

Remember to inform or seek assistance from the department chair and/or the dean’s office as needed
QUESTIONS?