

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

CHIEF MATTHEW CARMICHAEL



UC Davis Police Department

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

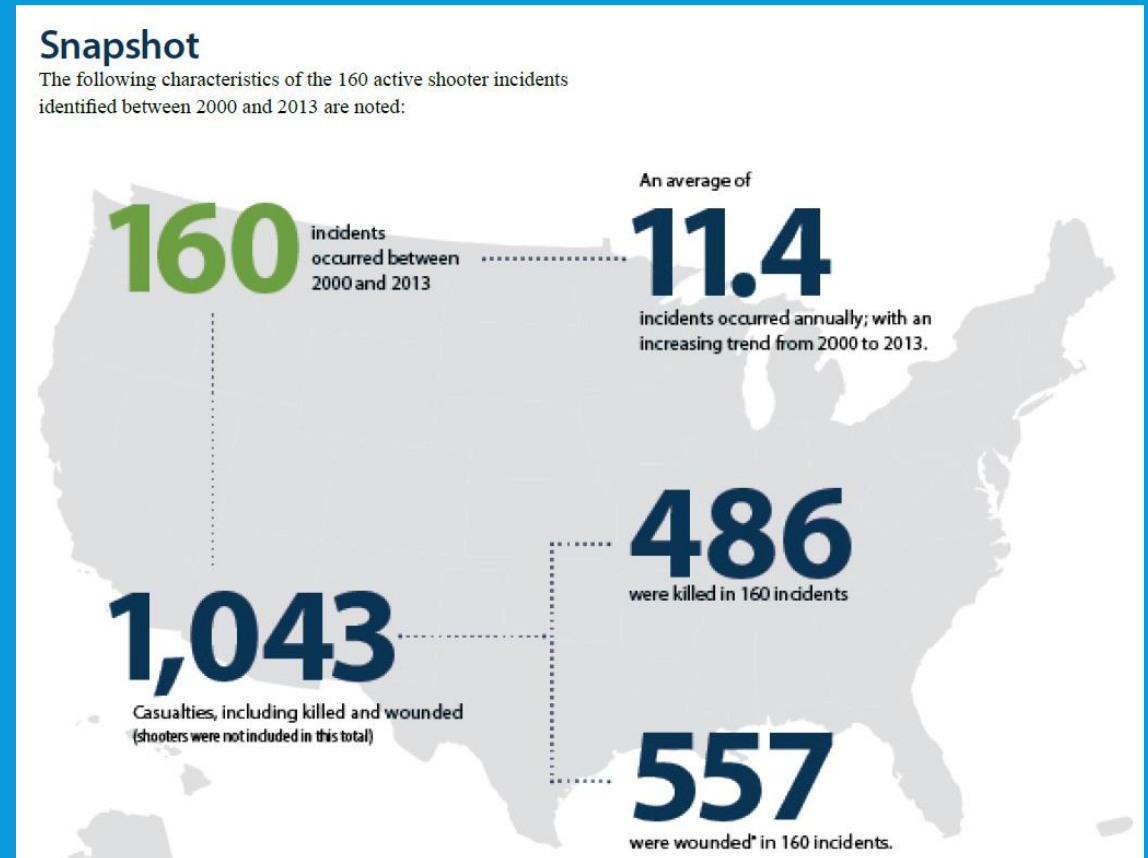
Effective December 1, 2015 Social
Sentinel

- 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
http://police.ucdavis.edu/divisions_services/outreach/active-shooter-survival-workshop.html
- 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

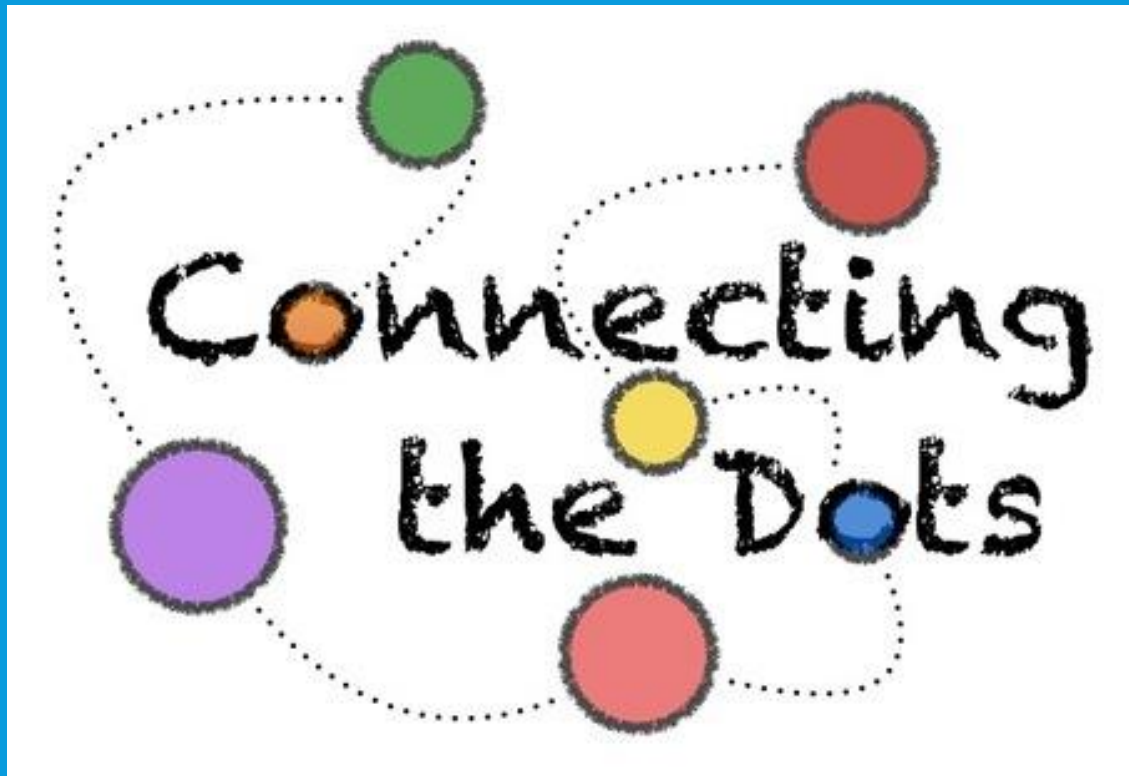


COMPONENTS OF A COMPREHENSIVE PROGRAM

- 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



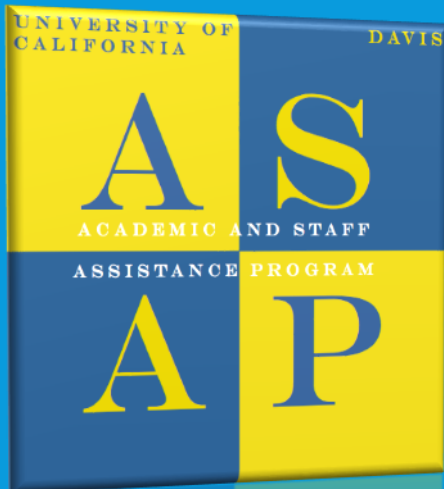
- Set classroom expectations early and discuss what will occur in an emergency
- Pay attention to what you see
- Initiate contact – assume nothing, ask questions, inquire what the student would like you to do with information shared
- Listen objectively
- Offer support and assistance; help problem solve
- 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



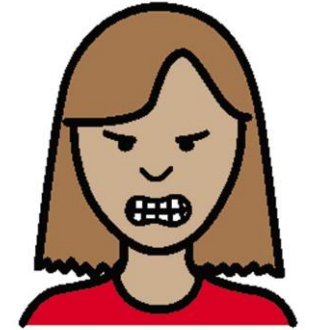
- * **Acknowledge their emotions through support:** This will reduce the client's fear and hostility. For example, say "I can understand how you would be upset. Please tell me how we can help you." Non-support will only fuel their emotions.
- * **Speak slowly, softly, and clearly:** It may help reduce 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

ANGRY



- * 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

UC DAVIS POLICIES

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

REASONS TO CONTACT A RESPONSE TEAM

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?

