

CAMPUS VIOLENCE: WHAT FACULTY SHOULD KNOW

All Faculty Bag Lunch Session

March 1, 2018

GOALS

- Promote a safe teaching, learning and working environment
- Increased understanding of potential problem behaviors
- Learn and practice strategies for responding to disruptive and threatening behavior
- Greater understanding of immediate strategies to promote safety
- Familiarity with campus resources for assistance

**CAPT. JENNIFER GARCIA, SGT. PAUL HENoch
& OFF. RAY HOLGUIN**



UC Davis Police Department

UC DAVIS POLICE DEPARTMENT

- Similar to a city or country police department

- On-campus police department
- On-campus fire department
- On campus 911 dispatch center

- 24/7 Patrol

- Patrol officers
- Bike officers
- Motorcycle/traffic officers
- Foot patrol
- Community Outreach Unit
- Detectives

MASS NOTIFICATION

- UC Davis WarnMe
- Website: <https://warnme.ucdavis.edu/index.html>
- Continuous review of Davis City information
 - NIXLE



AGGIE GUARDIAN



Aggie Guardian is a mobile app, by Rave Guardian, for personal safety that is available to anyone with a "ucdavis.edu" email address. The app is free and using it is optional.

Eyewitness reports — Send text tips — and even photos — if you see something suspicious.

- Aggie Guardian profile • 911 calls •

EMERGENCY CALL BOXES



We have 8 Emergency Call boxes throughout UC Davis campus, 7 in the Arboretum and 1 at West Village.

Future plans to add several more throughout campus this year.

EMERGENCY 911 – 530-752-1230
NON-EMERGENCY 530-754-COPS (2677)



IMMEDIATE THREAT - WHAT SHOULD I DO?

- Active Shooter Survival Workshop - **Run, Hide, Fight**
 - Schedule a training at PD Website:
<http://police.ucdavis.edu>
- We offer Active Shooter presentation through campus:
 - Sept. 20, 2017
 - November 1, 2017
 - December 7, 2017
 - February 15, 2018
 - March 1, 2018
 - April 12, 2018

IMMEDIATE THREAT - WHAT SHOULD I DO?

What To Expect during an Active Incident ...

- Noise, confusion, chaos
- High stress environment

RESPONSE TO LAW ENFORCEMENT DIRECTION

- Follow instructions and get control of yourself

IMMEDIATE THREAT - WHAT SHOULD I DO?

Calling Dispatch to Report an Emergency...

- What
- Where
- Who

Do not hang up!
(unless your safety requires you to do so)

PROVIDE INFORMATION TO DISPATCH- BE CONCISE

IMMEDIATE THREAT - WHAT SHOULD I DO?

What to expect during an Active Incident ...

- Building Evacuations

- “Active Incidents” are not like a fire drill.
- May not be a specific rally point
- Move to a safe distance behind cover.



SELF DEFENSE TRAINING

- We offer Self Defense Training for all Faculty, Staff and Students

Visit our website, to schedule your training:

<http://police.ucdavis.edu>



CRIME PREVENTION



- We provide crime prevention resources, as well as classroom presentations on general and specific crime prevention topics such as:
 - Personal safety
 - Office and Facility Security
 - Workplace violence
 - Suspicious package recognition
 - Managing angry clients and other subjects as requested.

Website: <http://police.ucdavis.edu>

TRAININGS & PRESENTATIONS

- On a continuous basis we offer:
- Self Defense Training
- Safe Rides Services
- Personal Safety Presentations

OFFICER CHARLIE K-9

K9 Officer Charlie is a rescue and now the department's friendliest officer!

Trained in:
Explosive Detection
Evidence Search



facebook.com/UCDavisCharlie & Instagram- UCDCharlie

USE YOUR RESOURCES

UC Davis Police (530) 754-COPS

www.police.ucdavis.edu

facebook.com/UCDavisPoliceDepartment

Twitter-@PoliceUC

Instagram-@UCDavisPolice

Warn me <https://warnme.ucdavis.edu/index.html>

QUESTIONS?



**DIRECTOR DON DUDLEY
CASE MANAGER JENNIFER CHOW**

Office of Student Support and Judicial Affairs

STUDENTS OF CONCERN

Distressed Students

- Academic difficulties
- Depressed
- Anxious
- Basic needs insecurity
- Disconnected from reality
- Suicidal

STUDENTS OF CONCERN

Distressing Students

- **Intimidating; raising voice, refusing to leave office;**
- Disruptive in class or office hours; interfering with classroom learning environment;
- **Excessive e-mails and contact;**
- Expectation of special treatment;
- **Demanding, doesn't take no for an answer;**
- Aggressive, invades personal space, raises concern of possible threat or harm to others

UC DAVIS POLICIES

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” and “Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities.

<http://manuals.ucdavis.edu/ppm/390/390-30.pdf>

TEAM APPROACH

- Team / Case Management approach
- Policies and procedures of University
- Follow your instincts; report your concerns
- Sometimes people feel like they are getting a student “into trouble”



RESOURCES AND TEAM MEMBERS

- UC Davis Police: 752-1230 or 911 (emergency)
- Student Health & Counseling Services (SHCS)
- Academic and Staff Assistance Program (ASAP)
- Office of Student Support and Judicial Affairs (OSSJA)
- Student Disability Center (SDC)
- Harassment & Discrimination Assistance and Prevention Program (HDAPP)
- Title IX
- Center for Advocacy Resources & Education (CARE) 752-3299

RESPONDING TO DISTRESSED STUDENTS

- **Observe**
- **Initiate contact/Engage**
- **Listen, paraphrase, reflect feelings**
- **Offer options and refer**
- **Consult**
- **Get support for your own reactions**
- **Be clear on your role**

STUDENT HEALTH & COUNSELING SERVICES

Individual Counseling

Short-term therapy to all registered UCD students at no charge;
Referrals to off campus providers for long term counseling;
SHCS appointment line: **752-2349**

Urgent Mental Health Care Services

Available at the Acute Care Clinic, 1st floor of the Student Health & Wellness Center
Walk to Acute Care or call **752-2349** for advice nurse assessment

After Hours Mental Health Consultation

Mental health staff available 24 hours/7 days week by phone at **752-2349**
Follow phone prompts to reach mental health counselor

RESPONDING TO DISTRESSING STUDENTS

- Don't ignore; address early; progressive approach
- Set limits; be willing to end a meeting; asking student to leave
- Set boundaries; don't get sucked in
- Focus on the student's behavior; explain what is not acceptable
- Don't get into an argument or shouting match
- Listen, respond to student's feelings
- Don't make promises
- Don't promise confidentiality

RESPONDING TO DISTRESSING STUDENTS

- Your expectations
- Due process
- Frustration
- Single point of contact
- Safe meeting area
- Interim suspension
- Case management, monitoring

POTENTIALLY VIOLENT STUDENT

- Rare event
- Be mentally prepared
- Pre-plan
- Know your surroundings
- Active Shooter Training
- http://police.ucdavis.edu/divisions_services/outreach/active-shooter-survival-workshop.html

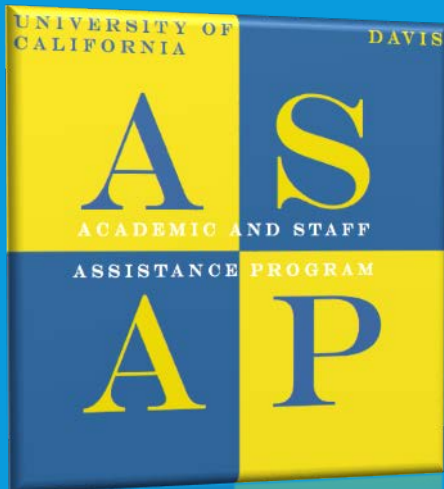
TAKE CARE OF YOURSELF

- Consult: share the responsibility
- Tell someone
- Know when to refer
- Know who to refer to - many campus resources
- Know limits of confidentiality
- Don't promise anything you can't deliver!

DISCUSSION

DIRECTOR ROB STARKEY

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.

WHAT TO SAY AND HOW TO SAY IT:

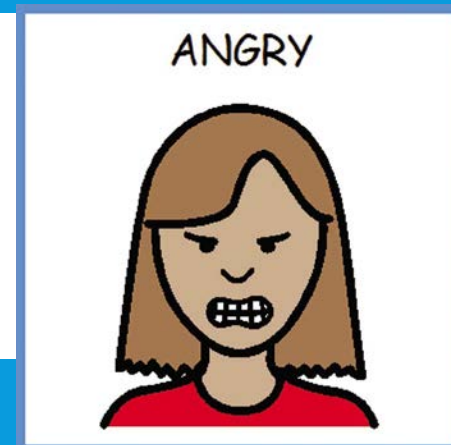
LEAP

- **Listen:** focus on what the other person is saying and convey you are paying attention (e.g., head nods, saying “mm-hmm,” repeating main points).
- **Empathize:** show you are trying to understand what it is like to be in the other person’s shoes (e.g., identify emotions the person described, paraphrase said concerns).
- **Affirm:** have the other person tell you what the problem is and confirm you understand the situation correctly.
- **Plan:** partner with the other person to find alternatives/resolutions to the problem.
 - Make it manageable and concrete. Repeat the plan and have the other person agree to the course of action.

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.

QUESTIONS?



STEPHEN GREEN

Executive Director, 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.”

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CAMPUS VIOLENCE ASSESSMENT 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

Office of Student Support and Judicial Affairs

530-752-1128

Workplace Violence Prevention Committee

530-754-8892 / 530-752-2727

Remember to inform or seek assistance from the Department Chair and/or the Deans' Office as needed

DISCUSSION

THANK YOU