



August 15, 2025

Dear Faculty and Staff,

Many of our colleagues have shared that they sometimes feel uncertain about where to turn when they have a concern or feel unsafe. This year, we are placing renewed emphasis on UVU's [Report & Support](#) website as a central hub for safety resources.

On the site, you'll find clear options for getting help with a wide range of concerns. The departments listed there work closely together to ensure reports and inquiries are directed to the right place quickly and effectively.

The most important step is simple: **say something**. Your voice matters, and taking action—no matter how small the concern—can make a meaningful difference.

We've also attached a quick-reference sheet with suggestions for responding in the moment to student behavior concerns, whether it's a minor disruption or a serious threat.

And remember: if a student is displaying violent, aggressive, or physically harmful behavior, never hesitate to call **Campus Police at x5555 (801-863-5555)**.

When in doubt, reach out. Your safety and the safety of our campus community depend on it.

Thank you for your commitment to fostering a safe and supportive learning environment.

Please let me know if you have any questions or concerns, or email deanofstudents@uvu.edu.

Sincerely,

A handwritten signature in black ink that reads "Ashley Larsen". The signature is fluid and cursive, with the first name "Ashley" and last name "Larsen" clearly distinguishable.

Ashley Larsen
Deputy Dean of Students
SL 201
801-863-8665

This chart is provided for educational and guidance purposes. Campus members are not limited by these guidelines. This chart was developed by UVU's Behavioral Assessment Team (BAT), using *Intermountain Workplace Violence* and *NaBITA Threat Assessment Tool* as resources. [Submit a concern online, linked here.](#)

Recognize the Behavior	Respond
Behaviors of Concern: <i>Behaviors that are worrisome but do not disrupt work/academic processes</i> Examples: <ul style="list-style-type: none"> • Restless, pacing, anxious • Withdrawal, isolation • Noticeable unstable emotional responses • Resistance and over-reaction to changes in procedures • Noticeable decrease in attention to appearance and hygiene • Not returning phone calls or answering emails • Changes in behavior 	<ul style="list-style-type: none"> • Note the behavior and document it • Reach out to the person privately and express concern • Let them talk and express their emotion • Set boundaries & expectations • Document and report to the Behavior Assessment Team (BAT)
Disruptive Behaviors: <i>Behaviors that interfere with work/academic processes</i> Examples: <ul style="list-style-type: none"> • Demands or complaints that seem unreasonable • Anger towards others (hardening) • Behavior that violates University expectations • Failure to be compliant with rules or policies • Refusing to preform assigned tasks or answer questions • Verbal disruptions such as shouting • Harassment based on protected class • Throwing items not intended to strike an individual • Concerning email, social media, paper, or communication through CANVAS 	<ul style="list-style-type: none"> • Speak directly to the person using de-escalation techniques • Remain calm and honor personal space • Use supportive gestures, listen with empathy • Get help/back up early if needed • <u>You can end the conversation and ask the individual to leave</u> • Document and report the behavior to BAT
Threatening Behaviors: <i>Disruptive behaviors that have escalated and pose a risk of harm</i> Examples: <ul style="list-style-type: none"> • Intimidation • Suggestion of physical violence through threats or posturing • Bullying • Stalking • Spillover from domestic violence • Inappropriate touching (grabbing, pinching, caressing) 	<ul style="list-style-type: none"> • Take measures to ensure your own safety • Use active listening and non-threatening body language if you can • Leave the situation if you need and get help • Document the behavior and report it • <i>If the situation is escalating and danger to others is feared, call 911 or UVU Police at 801-863-5555</i>
Immediate Danger of Harm: <i>Harm to self or others</i> Examples: <ul style="list-style-type: none"> • Throwing items with the intent to harm someone • Being violent or physically fighting with anyone • Threatening to harm others • Threatening to use a deadly weapon, but weapon not observed 	<ul style="list-style-type: none"> • Take measures to ensure your own safety • Call 911 or 801-863-5555 for UVU Police
Active Violence/Shooter Examples: <ul style="list-style-type: none"> • Display of a weapon with threat of deadly force • Active use of a deadly weapon 	<ul style="list-style-type: none"> • Take measures to ensure your own safety • Run, Hide, Fight • Call 911 or 801-863-5555 for UVU Police