



August 15, 2026

Dear Faculty and Staff,

If you're unsure where to turn when you have a concern or feel unsafe, UVU's [Report & Support](#) website is your central resource for reporting concerns and connecting with the right office. The departments featured on the site work together to ensure reports are routed quickly and appropriately.

The most important thing you can do is **say something**. Reporting concerns—big or small—helps us support our students, employees, and campus community.

We've also attached a quick-reference guide with tips for responding to concerning behavior, from minor disruptions to serious situations.

If someone is displaying violent, aggressive, or physically harmful behavior, call **Campus Police immediately at x5555 (801-863-5555)**.

Wolverines Report. Wolverines Support. Speak Up. We're Listening.

If you have questions, please contact the Dean of Students Office at deanofstudents@uvu.edu.

Sincerely,

A handwritten signature in black ink that reads "Ashley Larsen". The signature is fluid and cursive.

Ashley Larsen
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: • 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	• 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: • 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	• 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: • Intimidation • Suggestion of physical violence through threats or posturing • Bullying • Stalking • Spillover from domestic violence • Inappropriate touching (grabbing, pinching, caressing)	• 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: • 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	• Take measures to ensure your own safety • Call 911 or 801-863-5555 for UVU Police
Active Violence/Shooter Examples: • Display of a weapon with threat of deadly force • Active use of a deadly weapon	• Take measures to ensure your own safety • Run, Hide, Fight • Call 911 or 801-863-5555 for UVU Police