

August 16, 2017

Dear Faculty,

I want to take a minute to remind you of resources available that assist in the behavior management of your classes. We all work closely together to ensure the safety of students, faculty, and staff.

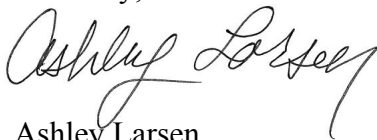
- Maren Turnidge - Student Conduct, marent@uvu.edu
- Talatou Abdoulaye - Ombuds, talatoua@uvu.edu
- Bill Erb - Student Health Services (Medical & Therapy), erbbi@uvu.edu
- J.C. Graham - Student Crisis/Suicide Prevention, grahamjc@uvu.edu
- Pola Morrison - Student Accessibility Services, pmorrison@uvu.edu
- **To report non-emergency concerns call x1234**
This number is monitored 24/7, and reports can be made anonymously

*Never hesitate to call **Campus Police x5555** if a student is displaying violent or aggressive behavior. When in doubt, reach out!*

Thank you for helping us create a safe learning environment for our students. You are key to our success. We appreciate the many faculty who have taken interest in their students and referred their students to the above listed services.

If you have any questions or concerns please do not hesitate to call, e-mail, or drop by my office.

Sincerely,



Ashley Larsen
Associate Dean of Students
alarsen@uvu.edu
SL 201
x8665

Recognizing and Responding to Students of Concern

Recognize the Behavior	Level	Respond
<p>Behaviors of Concern: <i>Behaviors that are worrisome but do not disrupt work/academic process</i> Examples:</p> <ul style="list-style-type: none"> • Restless, pacing, anxious • Withdrawal, isolation • Angry outburst • 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 pages • Changes in “normal” behavior 	ONE	<ul style="list-style-type: none"> • Note the behavior and document it OR • Reach out to the person privately • Express concern • Let them talk and express their emotion • Set appropriate behaviors & limitations OR • If the behavior continues or escalates, report it to your supervisor and document the behavior and response, forward it to UVU Tip Line 801-863-1234 (when appropriate)
<p>Disruptive Behaviors: <i>Behaviors that interfere with normal work/academic process</i> Examples:</p> <ul style="list-style-type: none"> • Making numerous complaints • Argumentative • Anger towards others • Behavior that challenges University expectations • Failure to be compliant with rules • Unreasonable demands • Refusing to preform assigned tasks or answer questions • Speaking loudly, shouting • Using inappropriate language (vulgar or sexual) • Throwing items not intended to strike an individual • Concerning email, social media, paper, or communication through CANVAS 	TWO	<ul style="list-style-type: none"> • Speak directly to the person using de-escalation techniques -Remain calm -Honor their personal space -Use supportive gestures -Use calm tone of voice -Listen to the person with empathy • Get help early if behavior does not de-escalate • If behavior is public, team members can come and stand by coworker for support • Consult with Behavior Assessment Team for follow-up and monitoring to ensure that there is a positive behavior change • Document behavior and where at UVU (when appropriate) • You can end the conversation • If the situation is escalating and danger to others is feared, call UVU Police at 801-863-5555
<p>Threatening Behaviors: <i>Disruptive behaviors that have escalated and pose a risk of harm</i> Examples:</p> <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) 	THREE	<ul style="list-style-type: none"> • Take measures to ensure your own safety • Call 801-863-5555 for UVU Police Department • Report immediately to UVU Tip Line 801-863-1234 who will consult with Behavior Assessment Team • HR will be involved in all employee interventions and prevention plans • Student Affairs will be involved in all student interventions and prevention plans • Use active listening and non-threatening body language
<p>Immediate Danger of Harm: <i>Harm to self or others</i> Examples:</p> <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 	FOUR	<ul style="list-style-type: none"> • Immediately Call 911 or 801-863-5555 for UVU Police • Take measures to ensure your own safety
<p>Active Violence/Shooter Examples:</p> <ul style="list-style-type: none"> • Display of a weapon with threat of deadly force • Active use of a deadly weapon 	FIVE	<ul style="list-style-type: none"> • Take measures to ensure your own safety by using the Run, Hide, Fight safety protocol (www.uvu.edu/safety/training/index.html) • Immediately Call 911 or 801-863-5555 and report Active Shooter

*This chart was developed by UVU’s Behavioral Assessment Team (BAT), using *Intermountain Workplace Violence* and *NaBITA Threat Assessment Tool* as resources. (See <http://www.uvu.edu/studentconduct/report/>.) This chart is provided for educational and guidance purposes. Campus members may call the resources listed above and/or the BAT Team for help at any time and are not limited by these guidelines.