

This chart is provided for educational and guidance purposes. Campus members may call the resources listed for help at any time and 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. See www.uvu.edu/studentlife/bat for more information.

Remember: when in doubt, reach out!

Recognize the Behavior	Level	Respond
<p>Behaviors of Concern: <i>Behaviors that are worrisome but do not disrupt work/academic processes</i></p> <p>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 emails • Changes in “normal” behavior 	ONE	<ul style="list-style-type: none"> • Note the behavior and document it • Reach out to the person privately • Express concern • Let them talk and express their emotion • Set appropriate behaviors & limitations • If the behavior continues or escalates, report it to your supervisor and document the behavior and response, forward it to BAT and/or UVU Tip Line 801-863-1234 (when appropriate)
<p>Disruptive Behaviors: <i>Behaviors that may interfere with normal work/academic processes</i></p> <p>Examples:</p> <ul style="list-style-type: none"> • Making numerous disruptive, verbal outbursts • Harmful debate and contentious arguments • Anger towards others (hardening) • Failure to be compliant with rules/boundaries • Unreasonable demands • Refusing to preform assigned tasks or answer questions • Harassment based on protected class • 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, use calm tone of voice • Honor their personal space • Use supportive gestures, listen 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 BAT for follow-up and ongoing intervention • Document/make a note of the behavior • <u>You can end the conversation</u> • If the behavior continues or escalates, report it to your supervisor and document the behavior and response, forward it to BAT and/or UVU Tip Line 801-863-1234
<p>Threatening Behaviors: <i>Disruptive behaviors that have escalated and pose a potential risk of harm</i></p> <p>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></p> <p>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 or themselves • 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 • Contact UVU Crisis Services 801-863-8876
<p>Active Violence/Shooter</p> <p>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 • Immediately Call 911 or 801-863-5555 and report Active Shooter if/when safe to do so

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