

August 15, 2023

Dear Faculty and Staff,

As we start a new school year, I want to remind you of the resources available if you're ever faced with a difficult student situation or a student who might need some help.

UVU's [Report & Support](#) website is a one-stop-shop for seeking help on a range of issues, such as: bias incidents; student in crisis or distress; student conflicts; cheating; students lacking food or shelter; sexual harassment/violence; and more. Don't hesitate to reach out, even if you're not sure where a concern should go. The departments listed on this website work closely together to ensure reports and inquiries get to the right place.

Next, I want to highlight how crucial mental health is to student success. Help your students get off on the right foot by giving them resources they may need now or throughout the year.

Visit www.uvu.edu/mentalhealth to learn about all the mental health and well-being resources available to students. We have also added a new resource [TimelyCare](#) for students. Any faculty or staff can refer a student to TimelyCare for well-being and mental health support. Email the student's name and ID to deanofstudents@uvu.edu and we will connect them to this 24/7 resource.

Finally, the attached sheet has suggestions for what you can do in the moment when faced with student behavior concerns—whether a minor disruption or threatening behavior.

*Never hesitate to call **Campus Police x5555 (801-863-5555)** if a student is displaying violent, aggressive, or physically harmful behavior. When in doubt, reach out!*

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

Sincerely,



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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 | Level | 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 | 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 boundaries & expectations • If the behavior continues or escalates, report it to your supervisor and document the behavior and response, forward it 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 | 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 |
| 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) | THREE | <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> • HR will be involved in all employee interventions and prevention plans • Student Affairs will be involved in all student interventions and prevention plans |
| 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 | FOUR | <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 | FIVE | <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 |