

August 14, 2024

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.

- **Report & Support**: Reach out and get back up in all tough situations. This website has all the options for reporting and assistance you may need, whether it's a case of discrimination, cheating, or a student in distress. If you're unsure where to go, reach out to me and I'll get you to the right place.
- **UVU CARE Hub**: Supporting students facing basic needs insecurity. They host UVU's food pantry, housing insecurity support services, and help students connect to local programs and resources.
- **Accessibility Services**: For information and questions regarding student accommodations related to disability, pregnancy/pregnancy-related conditions, English language learners, religion, or temporary medical conditions, please contact Accessibility Services at 801-863-8747 or accessibilityservices@uvu.edu.
- **TimelyCare**: Free virtual mental health support for students. Anyone can refer a student to TimelyCare by simply emailing the student's name and ID to deanofstudents@uvu.edu, and we will connect them to this 24/7 resource. Visit www.uvu.edu/mentalhealth to learn about all the mental health and well-being resources available to students.

Additionally, 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,



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	Level	Respond
<p>Behaviors of Concern: <i>Behaviors that are worrisome but do not disrupt work/academic processes</i> Examples:</p> <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)
<p>Disruptive Behaviors: <i>Behaviors that interfere with work/academic processes</i> Examples:</p> <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
<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 • 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
<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"> • Take measures to ensure your own safety • Call 911 or 801-863-5555 for UVU Police
<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 • Run, Hide, Fight • Call 911 or 801-863-5555 for UVU Police