

Identifying and Responding to Concerning, Disruptive or Violent Behaviors on Campus

Jason T. Spratt

Assistant Dean of Students

Tralicia Powell Lewis

Director of Student Rights, Responsibilities and Conduct

Dr. Julie Lash

Director of Counseling and Psychological Services (CAPS)



Learning Objectives

Attendees will...

- view a video about active shooter preparedness and will begin thinking about what they might do if this occurred on campus.
- learn about the Behavioral Consultation Team (BCT).
- learn about symptoms of distress and crisis and what you can do to help.
- learn about IUPUI offices and resources for dealing with disruptive behavior.
- leave the presentation with an understanding of the importance of making the campus aware of concerning, disruptive, or criminal behavior.

Higher Education Landscape

There are approximately 4,400 colleges and universities in the U.S. serving 15 million students and several million faculty, staff and visitors.

More than 20,000 campus police and security officers protect the nation's campuses.

Clearly, it is imperative that we all play a role in the health and safety of our campuses.

Mass Shootings on Campus

- The shootings at Virginia Tech and Northern Illinois put a greater spotlight on the need for intervention/response teams.
- The media coverage can lead one to believe that shootings on campus are at an epidemic level, however, it is important to note that homicidal violence, especially mass attacks, are relatively rare on college campuses.
- While we have seen an increase in students with mental health issues – the majority of mentally ill persons will never become violent, much less engage in mass shootings.
- The University of Alabama incident reminds us that campus shootings are not exclusively perpetrated by students.

We still need to be prepared...

<https://www.iupui.edu/prepared/>



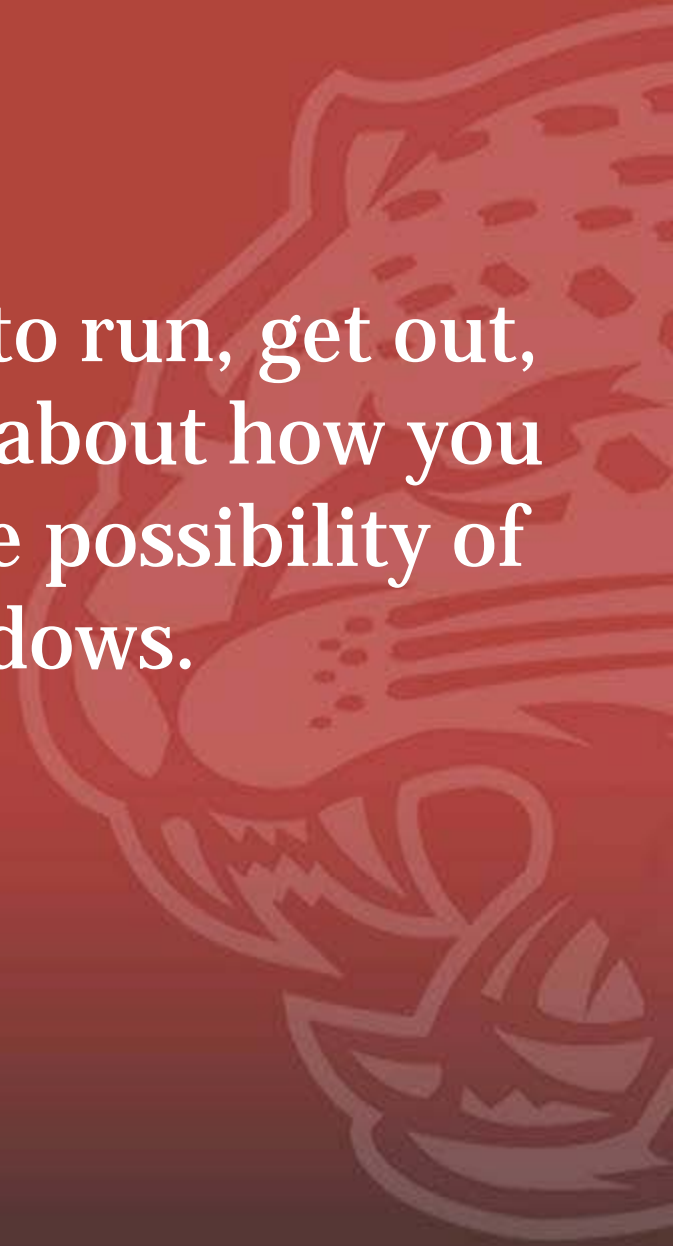
What should I remember from this video?

If you remember just one word, it should be
OUT!!!!

Research shows that if you have thought in advance about what you would do in the event of an incident, your chances of survival are greatly improved.

Get Out

Your best option is ALWAYS to run, get out, get away. Think in advance about how you would get out, including the possibility of jumping from windows.



Call Out

Call 911(campus phone) or 274-7911

If possible, take care of your safety first. If it is safe, stay on the line and give the police the best information you can. If you are trying to keep quiet and cannot talk, just keep the phone line open so the police can hear if anything is happening.

Hide Out

If you are not able to get out, find a safe place to hide. If there is no way to get out or hide, playing dead could save your life. If you are hiding when the police come, realize that they will not know if you are a victim or a shooter. Follow all police instructions and do not present a threat to the officers!

Keep Out

If you cannot get out, lock or barricade the door. Make sure the barricade stays in place, holding it from a safe position if necessary. Turn off the lights and be silent. If you are not holding the barricade, be sure to spread out.

Start planning (quietly) what you will do if the shooter enters the room.

Many folks at Virginia Tech survived by barricading doors and keeping the shooter out.

Take Out

Fight or Flight? Flight, running, getting out, is always your best option. But if flight is removed as an option, your only choice may be to fight. You and others may need to try and take the shooter out.

You will have to be aggressive and do whatever is necessary to neutralize the threat.

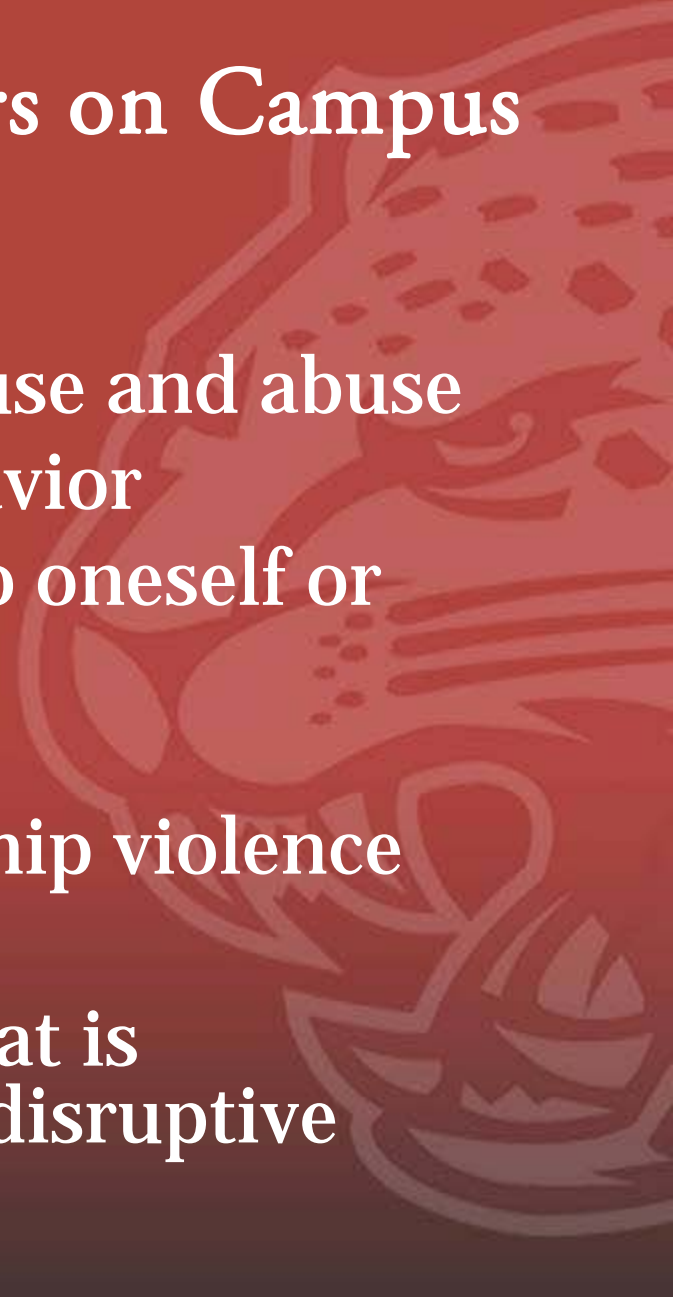
Before something happens...

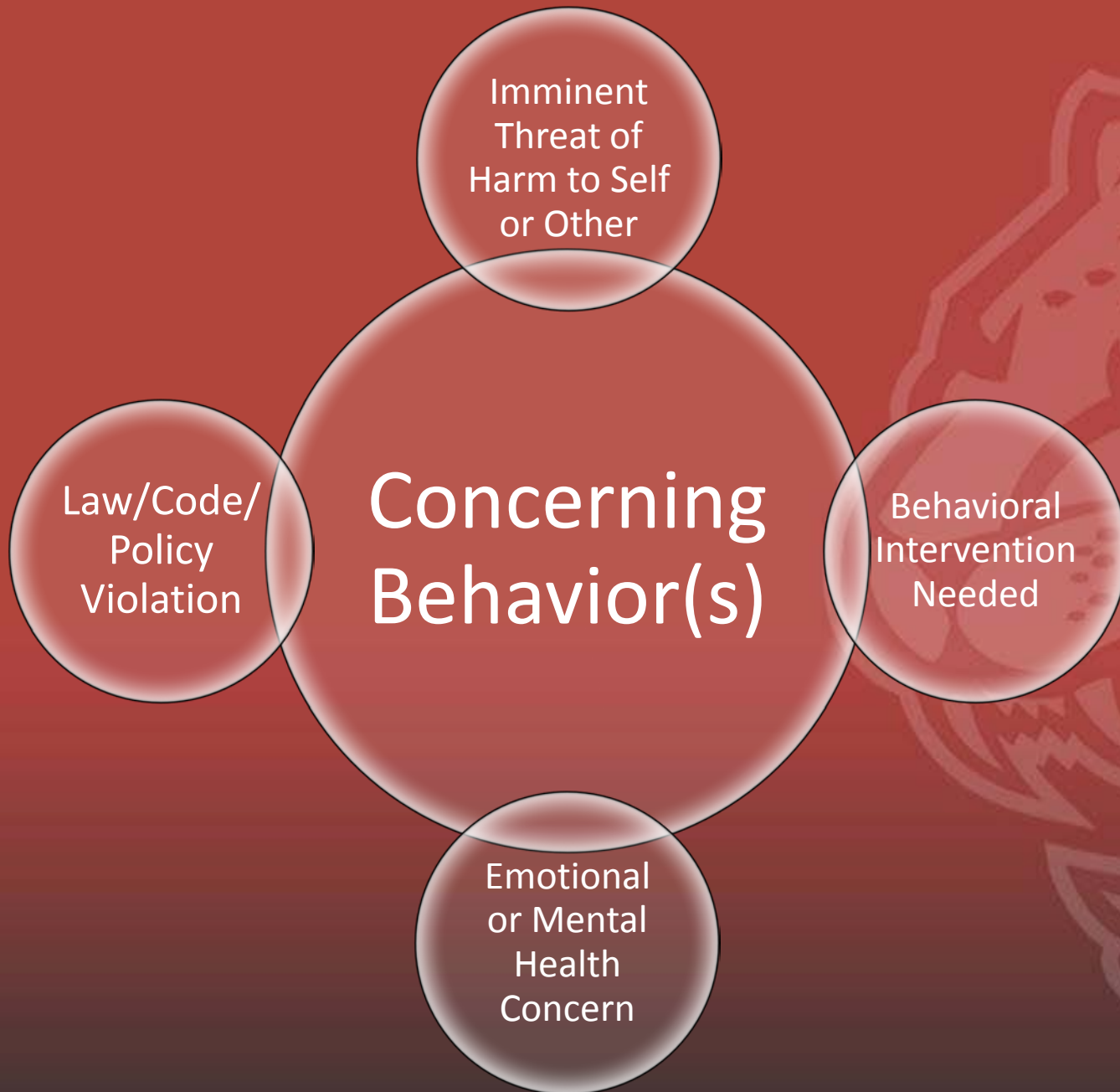
- Know your surroundings and have a plan of action.
- Where are the exits? Where would you run?
- Do the windows open? Would you live if you had to jump?
- Can the door be locked?
- What would work as a barricade?
- If you had to “take out” an attacker, what would you use.
- SIGN UP for JagAlert in Onestart (IU Notify)!

For more information and discussion on active shooter tips and training, or other safety issues please contact the University Police to schedule a presentation.

An active shooter scenario is not our only concern though...

Other Concerning Behaviors on Campus

- High-risk drinking
 - Illegal and prescription drug use and abuse
 - Angry, hostile or abusive behavior
 - Behavior that is threatening to oneself or others
 - Student Misconduct
 - Violence—including relationship violence
 - Mental illness and suicide
 - Bizarre or strange behavior that is inappropriate, worrisome, or disruptive
- 



Imminent
Threat of Harm
to Self or Other



Imminent Threat of Harm to Self/Others

If you believe that the person may pose a threat of imminent danger or harm to him/herself or to others, call the IUPUI Police immediately by dialing 911 from a campus phone or (317)274-7911.

Behavioral
Intervention
Needed



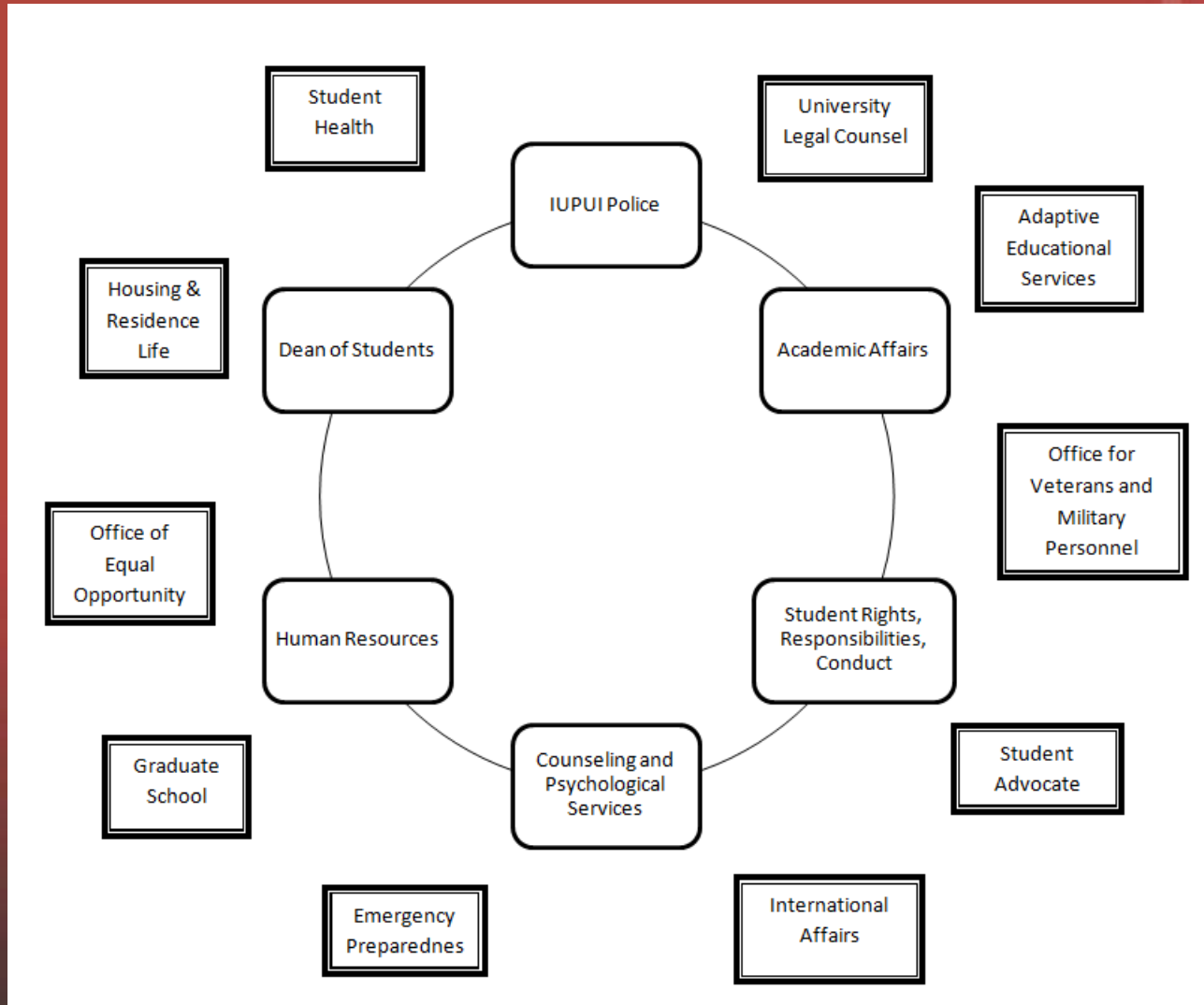
Behavioral Consultation Team (BCT)

Mission

The BCT is designed for early intervention regarding behavioral issues to help support the health, safety and success of the IUPUI community.



BCT Circle of Members



Behavioral Consultation Team (BCT)

Purpose

The BCT is a campus wide team that provides consultation, makes recommendations for action, and coordinates campus resources in response to reports of disruptive or concerning behavior displayed by students, staff or faculty.

Examples of such instances include, but are not limited to:

- Behavior that appears to be dangerous or threatening to oneself or others.
- Bizarre or strange behavior such as acting “out of touch” with reality.
- Angry, hostile or abusive behavior.
- Other behavior that is inappropriate, worrisome or disruptive.

Making a Referral

- Concerned Persons Referral Form
 - <http://bct.iupui.edu>
 - Provide written summary of what has been observed.
 - The form will ask you to note observation of appearance or behavior, general observations, and any issues reported or known to you.
 - Can be anonymous, but that can limit our possible response.
 - Call (317)274-4431 to speak with Chair or Vice-Chair.
- **All concerns requiring immediate attention (criminal, violent, threatening, or imminent suicidal behavior) should be directed to the University Police.**

CONTACT/REFERRAL MADE BY: (Please include your contact information):

Date:

CONCERNING: (Please state name if known or give a detailed description):

DATES OF CONCERN, INCIDENT DESCRIPTION AND PRESENTING CONCERNS: (Please describe the incident(s) in writing and provide dates and time and check any of the observation/issue items below that apply):

Observations of Appearance or Behavior

Grooming/Hygiene

- ☐ Changes for the worse
- ☐ Dramatic change of weight
- ☐ Unkempt appearance
- ☐ Odor

Physical Signs of Distress

- ☐ Bruising
- ☐ Burns or cuts
- ☐ Frequent injuries
- ☐ Slurring words

General Observations

- ☐ Appears friendless
- ☐ Suspicious of others
- ☐ Touches others inappropriately
- ☐ Argumentative
- ☐ Hostile attitude
- ☐ Stares inappropriately at others
- ☐ Stalks another person

Emotional Signs of Distress

- ☐ Tearfulness/crying
- ☐ Extreme mood swings
- ☐ Shows no emotions
- ☐ Seems to be seeing or hearing things

Behavior in Groups/Class

- ☐ Often absent
- ☐ Worsening performance
- ☐ Noncompliant
- ☐ Often at odds with others or picks fights

- ☐ Avoids others
- ☐ Intimidating to others
- ☐ Uses abusive language
- ☐ Threatens others
- ☐ Fidgety
- ☐ Invades personal space of others
- ☐ Inappropriate focus on another person

Issues Reported or Issues Known to You

- | | |
|---|---|
| <input type="checkbox"/> Has suicide plan | <input type="checkbox"/> Has weapons or means (please list) |
| <input type="checkbox"/> Has rehearsed suicide | <input type="checkbox"/> Has attempted suicide before |
| <input type="checkbox"/> Has fantasy of harming people | <input type="checkbox"/> Has a hard time controlling impulses |
| <input type="checkbox"/> Plans a violent event | <input type="checkbox"/> Suffers from alcohol or drug abuse |
| <input type="checkbox"/> Suffered child abuse/neglect | <input type="checkbox"/> Committed child abuse/neglect |
| <input type="checkbox"/> Suffered sexual assault/abuse | <input type="checkbox"/> Committed sexual assault/abuse |
| <input type="checkbox"/> Has suffered significant loss | <input type="checkbox"/> Feels alone and isolated |
| <input type="checkbox"/> Has trouble relating to others | <input type="checkbox"/> Feels misunderstood |
| <input type="checkbox"/> Suffers health problems | <input type="checkbox"/> Suffers physical pain |
| <input type="checkbox"/> Has academic concerns | <input type="checkbox"/> Has legal or disciplinary problems |
| <input type="checkbox"/> Feels excessive shame | <input type="checkbox"/> Feels guilty |

Please fax this form to the **secured fax** in the Office of the Dean of Students at 278-9904.
To call regarding a concern: 274-4431

Law/Code/Policy
Violation



Concerning Behavior That May Be a Violation of Law/Code/Policy

The following areas are responsible for
addressing these concerns:

- Police
- SRRC
- Graduate School
- Academic Affairs
- Human Resources
- Office of Equal Opportunity



What can you do?

You may...

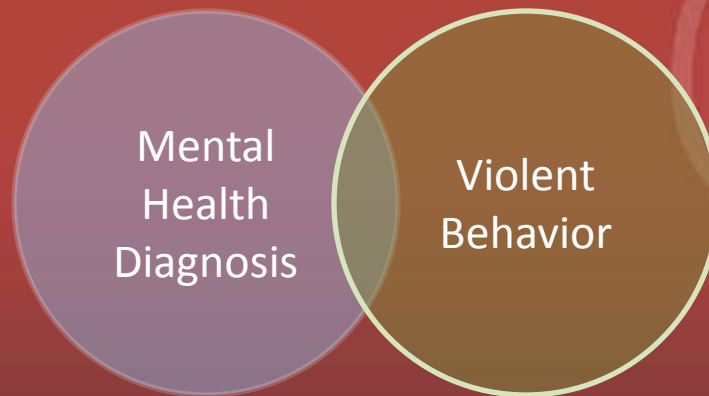
- address the issue(s) with the individual.
 - One on One
 - Articulate expectations & acceptable behavior
 - Create behavioral agreements
- consult with Chair/Department/School.
- contact the University Police.
- contact Human Resources or Academic Affairs.
- contact the Office of Equal Opportunity.
- refer the matter to SRRC if it is student misconduct.
 - Personal Misconduct Referral Form
 - Contact SRRC Office at 274-4431

Emotional or
Mental Health
Concern



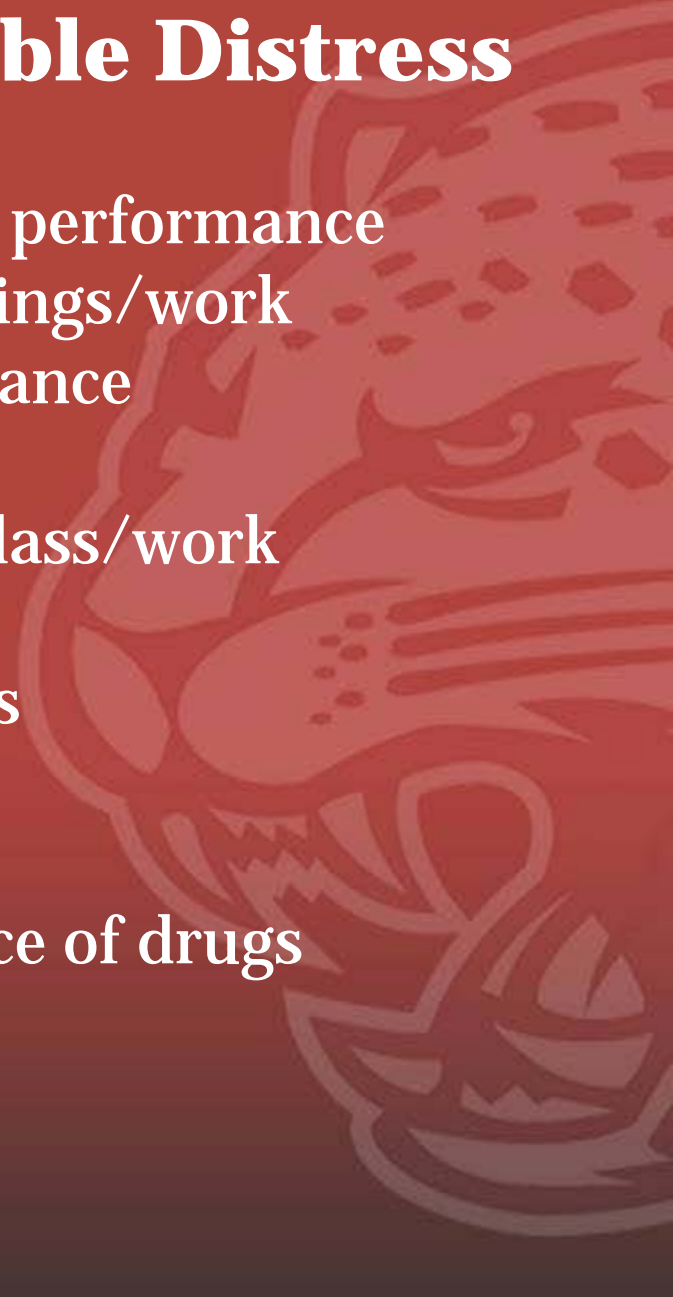
Violence and Mental Health

Individuals with mental health diagnoses
are no more likely to commit a violent act
than the general population.



Mental Health \neq Violence

Some Indicators of Possible Distress

- Significant changes in academic/work performance
 - Excessive absences from classes/meetings/work
 - Noticeable changes in hygiene/appearance
 - Significant weight loss
 - Lethargic and depressed behavior in class/work
 - Inappropriate crying
 - Sudden anger and disruptive outbursts
 - Bizarre statements or behavior
 - Isolation from others
 - Appearing drunk or under the influence of drugs
 - Noticeable changes in mood
 - Hyperactivity and/or rapid speech
- 

Profile of a Crisis

Traumatic Event – single hazardous event
OR accumulation of many stressors



Initial Problem Solving Attempts Fail



Problems remains unresolved
Tension and anxiety increase

Internal Strengths and Social Supports Fail



Tension and Anxiety become Overwhelming

Person becomes a threat to self or others OR
Person cannot perform necessary functions

Some Indicators of Possible Crisis

These symptoms are in addition to the symptoms of distress:

- Suicidal statements – verbal or in writing
- Violent statements – verbal or in writing
- Destruction of property or other criminal acts
- Inability to communicate (garbled or slurred speech, incoherent thoughts)
- Loss of contact with reality (i.e. seeing or hearing things that are not present, statements at odds with reality)
- Extreme anxiety resulting in panic reactions
- Highly disruptive behavior (i.e. hostility, aggression, violence)

What can you do to help?

- Do not attempt to be the counselor, but do provide information and referral options regarding available IUPUI and community resources.
- If you believe that the person may pose a threat of imminent danger of harm to him/herself or to others, call the IUPUI Police immediately by dialing 911 or (317)274-7911.
- Complete a BCT Concerned Persons Referral Form.

When recommending counseling...

- It is usually best to speak directly and in a straightforward fashion.
- It is not advisable to attempt to coerce or trick the individual into seeking counseling.
- Make it clear that the recommendation represents a best judgment based on observations of the individual's behaviors.
- Be specific and nonjudgmental regarding the behaviors that raise concerns.
- The option should be left open for the individual to accept or refuse counseling EXCEPT in emergencies (i.e. suicidal or homicidal intent).
- When talking with a student, it may be appropriate to obtain the student's permission to contact CAPS while he or she is present and/or offer to walk the student to CAPS to be seen immediately.
- Finally, a follow-up is recommended with the individual at a later date to indicate a continued interest even if he or she did not accept the attempted referral.

REMEMBER...get involved within your comfort level and capacity to help.

Mental Health Resources

- IUPUI Counseling and Psychological Services
 - Provides counseling services to IUPUI students.
 - Crisis services during regular business hours.
 - UN418 274-2548 capsindy@iupui.edu
 - <http://Life.iupui.edu/caps>
- Employee Assistance Program
 - Services for full time faculty and staff.
 - <http://www.indiana.edu/~uhrs/benefits/eap.html>
 - 888-234-8327 or 317-962-2622
- Health Insurance Plan
- 24-hour Crisis Numbers
 - Crisis and Suicide Phone Line – (317) 251-7575
 - Mid-Town Mental Health Center – (317) 630-8485
 - BehaviorCorp– (317) 574-1252



Some University Resources

| | |
|---|-----------------|
| University Police Emergencies | 274-7911 or 911 |
| University Police Non-emergencies | 274-2058 |
| Safety Escort | 274-SAFE(7233) |
| CAPS | 274-2548 |
| Employee Assistance Program (EAP) | 962-2622 |
| Health Services | 274-8241 |
| Adaptive Educational Services (AES) | 274-3241 |
| Office of International Affairs | 274-7000 |
| Office of Veteran and Military Personnel | 278-9163 |
| Office of Equal Opportunity | 274-2306 |
| Student Advocate | 278-7594 |
| Office of Emergency Preparedness | 274-8152 |
| Student Rights, Responsibilities, and Conduct | 274-4431 |
| Housing and Residence Life | 274-7457 |
| Dean of Students | 274-4431 |

Thank You

Questions & Answers

