CAMPUS SAFETY & SECURITY

What Every Department Chair Should Know
Research in Threat Assessment

Regarding Warning Behaviors...

- Strong sense of injustice/humiliation
  - Ejections/failure
  - Acute loss/unbearable

- Desperation or despair

- Violent delusions and paranoia

- Fixation/obsession with a target or issue

Successful mitigation of violence requires commitment and persistence of officials, institutional leaders and alert community members who will not hesitate to report behavioral danger when observed.
Warning Behaviors

- Behavioral pattern that changes over time
  - Individual
  - Contextual
  - Concentration on behavior, not traits
- Indicates an increasing risk of potential violence
  - Focus on prevention, not prediction
- Violence is a dynamic process and not a static event or state of being
  - Avoid reliance on a single factor
Warning Behaviors

- Aggressive/Argumentative behavior
- Withdrawn/Unengaged
- Increase absenteeism
- Increased resistance to change
- Decreasing academic/professional performance
- Personalization of decisions/criticisms
- Unable to focus
- Previous history of violence
- Refuses to follow office/lab protocol*
Warning Behaviors

- Suicidal ideation/active self-harm
- Significant mental health issue(s)
- Decreased attention to personal hygiene
- Sudden fascination with weapons
- Substance abuse
- Numerous/on-going conflicts with others
- Poor problem-solving
- Random statements of concern*
- Paranoia/distrust*
Indicators of Risk Escalation

Environmental...
- Code of Silence
- Authoritarian/controlling attitudes
- Lack of professional oversight
- History of policy violations*

Triggering conditions...
- Loss (real, perceived or anticipated)
- Perceived rejection/injustice
- Ostracized by others
- Health problems
- Violations of a court order/Trespass Notice*
Managing Disruptions

Setting the stage...
- Maintain personal space (ideal is 6’)
- Use caution in touching the person
- Remain calm-do not challenge individual*
- Slow down the process

Engaging the individual in crisis...
- Listen carefully-leakage*
- Be aware of non-verbal messages
- Be aware and monitor your own physical and emotional responses
Managing Disruptions

- Resolving the situation...
  - Be consistent
  - Give firm, clear directions
  - Be truthful*

- Documentation...
  - Exact words and actions—include date, time, behaviors, witness information, etc.
  - Personal/protective reactions
  - Preserve evidence—keep copies of email, memos, voicemails, text messages, etc.
  - Report concerns in a timely manner
Emergent Response

- All emergencies on campus... 911
  - Landline
  - Cell phones
  - Campus emergency phones
- Patrol response (code 3)
- If possible, stay on the line with the dispatcher until officers arrive on scene
- Follow directions
Conclusion

- If you witness inappropriate or concerning behavior...
  - Provide support & assistance
  - Take action
  - Refuse to be an audience to the behavior
  - Require that everyone be treated with respect-enforce policies
  - Report all concerns to a supervisor and/or ISU Police
  - DO NOT WAIT

*If you SEE something, SAY something*
Continuing Education

VIRT - Violence Incident Response Training

- Designed to give individuals options in surviving an active killer incident

- Course runs approximately 2 ½ hours

- To schedule a VIRT session, contact Lieutenant Elliott Florer at 294-4044
Contact Information

For further information and discussion on threat assessment, workplace violence or physical security & office safety:

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