

Preventing and Responding To Campus Violence

The University of Oklahoma
Health Sciences Center

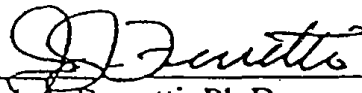
Edward L. Welch
Chief of Police
&
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Sr. Advisor for Human Resources



Statement on Workplace Threats and Violence

The safety and security of its employees, students, and visitors is important to the University of Oklahoma Health Sciences Center. Threats, threatening behavior, or acts of violence against employees, students, visitors, or other individuals by anyone on Health Sciences Center property will not be tolerated and may lead to disciplinary action including dismissal, criminal charges and/or civil action. A person who is alleged to have made substantial threats, exhibited threatening behavior, or engaged in violent behavior may be prohibited from Health Sciences Center property pending the outcome of an investigation. The University of Oklahoma Health Sciences Center complies with Oklahoma Statutes regarding firearms or other weapons on University property or at University functions. Forms for reporting violence or threatened violence in the workplace may be obtained from the Campus Police Department or from the Campus Police website at <http://admin-scb.ouhsc.edu/ems/>

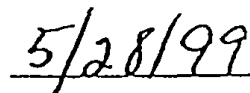
Signature of Approval:



Joseph J. Ferretti, Ph.D.

Senior Vice President and Provost

Date:



Workplace Violence Statistics

U.S. Department of Labor Bureau of Labor Statistics

- Out of 346,420 Establishments over 5% experienced an incident of workplace violence in the last year. One-third reported a negative impact on employees.
- State governments experienced higher percentages of all types of campus violence than did local governments or private industry. Twenty-two percent of State government entities experienced some form of workplace violence in the last 12 months.

Warning Signs of a Potential for Violence

There is no precise profile that fits *every individual* who may be prone to campus violence. However, before violence occurs, there is *often* a pattern of escalation, during which one or more signals may be given.

Warning Signs of a Potential for Violence

- These signals do not mean the individual will be violent, but they should heighten concern.
 - Threats of harm to self and others
 - Intimidation of others
 - Excessive interest in weapons
 - Paranoia
 - Moral righteousness

Warning Signs of a Potential for Violence

- Inability to take criticism
- Desperation over recent personal problems
- History of violence
- Fascination with incidents of campus violence
- Disregard for safety of co-workers

Characteristics

- Blames others
- Complains more than usual
- Sees injustice around him
- Socially isolated
- Fascination with military or reports of violence
- Collector of guns or other weapons
- Sabotages company equipment
- Health problems/substance abuser

Ways to Prevent Violence

- Encourage individuals to report incidents
- Decrease pressures caused by environmental, personal and organizational stress
- Provide training
- Advise of counseling services available

Weapons on Campus

If confronted, try to:

- Stay Calm
 - Keep in mind that an individual who threatens you with a weapon has not decided whether to use it or not.
 - In many cases the person is terrified. If the person senses that you are losing control it will most likely escalate the situation.

Weapons on Campus

If confronted, try to:

- Avoid Rushing
 - Unless you feel it is your only option
 - Attempting to disarm a person with a weapon is extremely dangerous

Weapons on Campus

If confronted, try to:

- Focus on the Individual, not the Weapon
 - When threatened, the weapon is often the only object of our attention.
 - Try to remember that a gun, for example, presents absolutely no danger to anyone until someone decides to fire it.
 - Focus on the person holding the weapon not the weapon itself.

Weapons on Campus

If confronted, try to:

- Negotiate
 - This is not as complicated as it sounds.
 - Try to get as many little “yeses” from the person threatening you as possible.
 - Start with basic requests such as “Is it okay if I take a deep breath?”
 - The more “yeses” you can get the better chance you’ll have that the person won’t use the weapon.

Weapons on Campus

If confronted, try to:

- Step Back

- Try to negotiate permission to take at least three steps away from the individual.
- If allowed, the increased distance reduces both the person's anxiety and the accuracy of the weapon if it is used.

Weapons on Campus

If confronted, try to:

- Buy Time
 - Time is an asset.
 - The longer you can talk to the individual the less likely they are to use the weapon.

Caution

Weapons on campus are dangerous emergency situations that are best left to professionally trained law enforcement personnel. However, if you find yourself trapped in a situation with no other options, you may choose to utilize these suggestions until professional assistance arrives.

Remember These Two Scenarios:

- You or someone else appears to be in imminent danger:
 - Call OUHSCPD Immediately **1- 4911**
- You are concerned, but you or others are not in imminent danger
 - Call the Threat Assessment Review Committee (TARC)
 - **271-2399** Administration and Finance
 - **271-2416** Student Affairs
 - **271-2332** Provost Office
 - Send confidential email to concern@ouhsc.edu

What is Imminent Danger?

- **Potential threats include:**
 - You are in immediate danger
 - You feel others may be in immediate danger
 - You feel that a person may be harmful to themselves or others
 - You find a physical environment is unhealthy, unsafe, or at-risk
 - You believe that a crime is being committed or will likely be committed

FACT: The police would always prefer to respond to a situation that does not manifest into a threat than to not respond and later find you or others harmed.

Threat Assessment Review Committee

- **Meets monthly or as needed** to review reports of individuals displaying anti-social or aberrant behavior that fall short of criminal behavior
- **Assesses potential threat** to safety and well-being of OU people and/or property
- **Initiates actions** needed to safeguard students, employees, and visitors to OU
- **Recommends other actions** to assist in maintaining a safe and secure campus environment

TARC TARC TARC TARC TARC

Emergency Communications System

- **Safety/Warning Service** provides precautionary information and guidelines for critical campus incidents
- **Automatically transmits messages** by multimedia sources to:
 - Personal phone numbers (home, office and cell)
 - Instant messaging (IM), text messaging, e-mail

ECS ECS ECS ECS ECS ECS

“ALL CLEAR”

- Wait for the “**ALL CLEAR**”
- “**ALL CLEAR**” is delivered using the same method as the original ECS broadcast
- Follow directions of Law Enforcement Personnel

How Effective is the ECS?

- **ECS** can be activated quickly
- **ECS** relies upon up-to-date contact information
- Individuals must update contact information regularly
- Individuals must keep one form of contact with them at all times (cell phone)
- To update, go to: <http://www.ouhsc.edu/ecs/>

FACT: Each of us can impact the effectiveness of the ECS.

Reporting Emergencies – CALL OUPD



– **Campus Emergency Phone System (EPS)**

- Blue Light Phones located throughout campus
- Automatically sends call to OUHSCPD

– **Contact OUHSCPD**

- From a **campus land line** (building or office phone)
- **Dial 1-4911**
- From a phone **within 405 area code Dial 271-4911**
- From a phone **outside 405 area code Dial (405) 271-4911**

Incident Reporting

- Campus Incident Report
 - Two page form can be found on the campus police Internet page on the OUHSC website
- Campus Emergency Phones
 - Referred to as the “blue phones”
 - Simply press the button and campus police will answer

Important Resources

Student Counseling

Student Counseling Services

(405) 271-7336

counselors@ouhsc.edu