

# Preventing Events of Mass Campus Violence

## **Dealing with Troubled People**

We want people to get help if they need it.

## **Some Signs of a Person in Crisis**

- Chronic Depression or mood swings
- Perception of injustice
- Isolating behavior, hostility
- Low self-esteem, excuses, blaming
- Strained relationships
- Reduced motivation
- Changes in health or hygiene
- Substance abuse
- Frequent allusions to violence

## **What Can You Do If You Observe Signs of a Person in Crisis?**

- Remain calm
- Actively listen and communicate understanding
- Be respectful and patient
- Set clear boundaries
- Never make promises you can't keep

## **If Talking Doesn't Help**

- Don't ignore the signs of problems.
- Tell a trusted colleague; don't worry alone.
- Document your observations.
- Ask for guidance; contact the Student Services Office, the Dean's Office, or the Employee Assistance Office for advice or assistance.

## **Violence As a Process**

People don't just "snap"; violence is an understandable and often recognizable process. As people move along the violence continuum below, you may see some of the behaviors listed. This is NOT a profile of a mass casualty shooter; these are behaviors that may indicate the need for assessment and intervention.

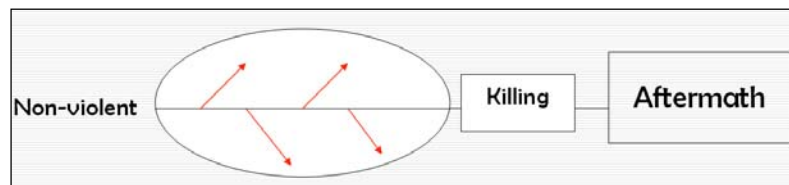
## **FERPA (Family Education and Rights Privacy Act)**

- Observed behaviors ARE NOT educational records.
- If you have concerns about observed behavior, you can share those concerns with anyone in the institution.
- Bottom line – if you have concerns, tell someone!

## **The Violence Continuum**

- If you observe the behaviors below, tell someone.
- Pre-violence is the time for intervention.
- Don't wait. You don't know if more violence will occur; you also don't know if this behavior is days or minutes before violence occurs.

### **Red Flags**



## **Indicators of Violence Potential (Not a Profile)**

- Poor Impulse Control
- "Injustice Collector"
- Obsession
- New kind of energy or tone
- Failure to recognize the feelings or rights of others
- Fascination with weapons, guns

## **Actions Associated with Disruption & Violence (Not a Profile)**

- Verbal Intimidation
- Talking or writing about committing acts of violence
- Vandalism or Property Damage
- Repeated Loss of Temper
- Physical Disruption or Fighting
- Stalking

### **Inhibitors and “Avenger” Killers**

- Most of us have inhibitors that keep us from moving along the Violence Continuum.
- Avenger killers are persons who have lost or perceive a loss of inhibitors; they believe violence is their only possible recourse.
- Avengers are the people who perpetrate mass casualty shootings.

### **The Good News**

- Avengers ALWAYS tell someone ahead of time. There are always signs, whether it’s realized at the time or not.

### **Who Should I Tell If I’m Concerned About Behavior?**

- Dean
- An Assistant Dean
- Employee Assistance Consultant
- TAG Team Member

### **If I Tell Someone, Who’s on the TAG Team that Gets the Information?**

- Dean/Dean’s rep
- Asst. Dean for Student Services
- Asst. Dean for Administrative Services
- Assoc. Dean for Academic Affairs
- Mental Health Counselor
- Law Enforcement Officer

### **What Will the TAG Team Do?**

They are trained to:

- Verify and document the information
- Assess the information and intervene, if necessary
- Evaluate the response to the intervention and follow up

### **If the Worst Happens: Survival Strategies in the Event of an Active Shooter**

- Get Out (Run)
- Call Out (9-1-1 once you can do so safely)
- Hide Out (when you can’t run, hide)
- Keep Out (when you hide, make sure avenger can’t get in)
- Take Out (If there’s no way out, FIGHT!)