Feeling Unsafe on Campus?

What Are Your Resources?

Behavioral Threat Assessment Teams
BTAT-E and BTAT-S

Wednesday, January 15, 2020

10:00-11:30am, 605 SCE

THE UNIVERSITY OF ILLINOIS AT CHICAGO

UIC

Trigger Warning

The following materials and discussion provide information regarding workplace violence.

Some of the information discussed uses explicit language, and may reference situations of weapons, violence, death, and mental health. These materials may be upsetting.

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NEWSPAPER HEADLINES

Deadly Shooting at Winston-Salem City Building Was "Workplace Violence"

4 People Are Dead After A Shooting At Mercy Hospital In Chicago

Five dead in 'targeted attack' at Capital Gazette newspaper in Maryland

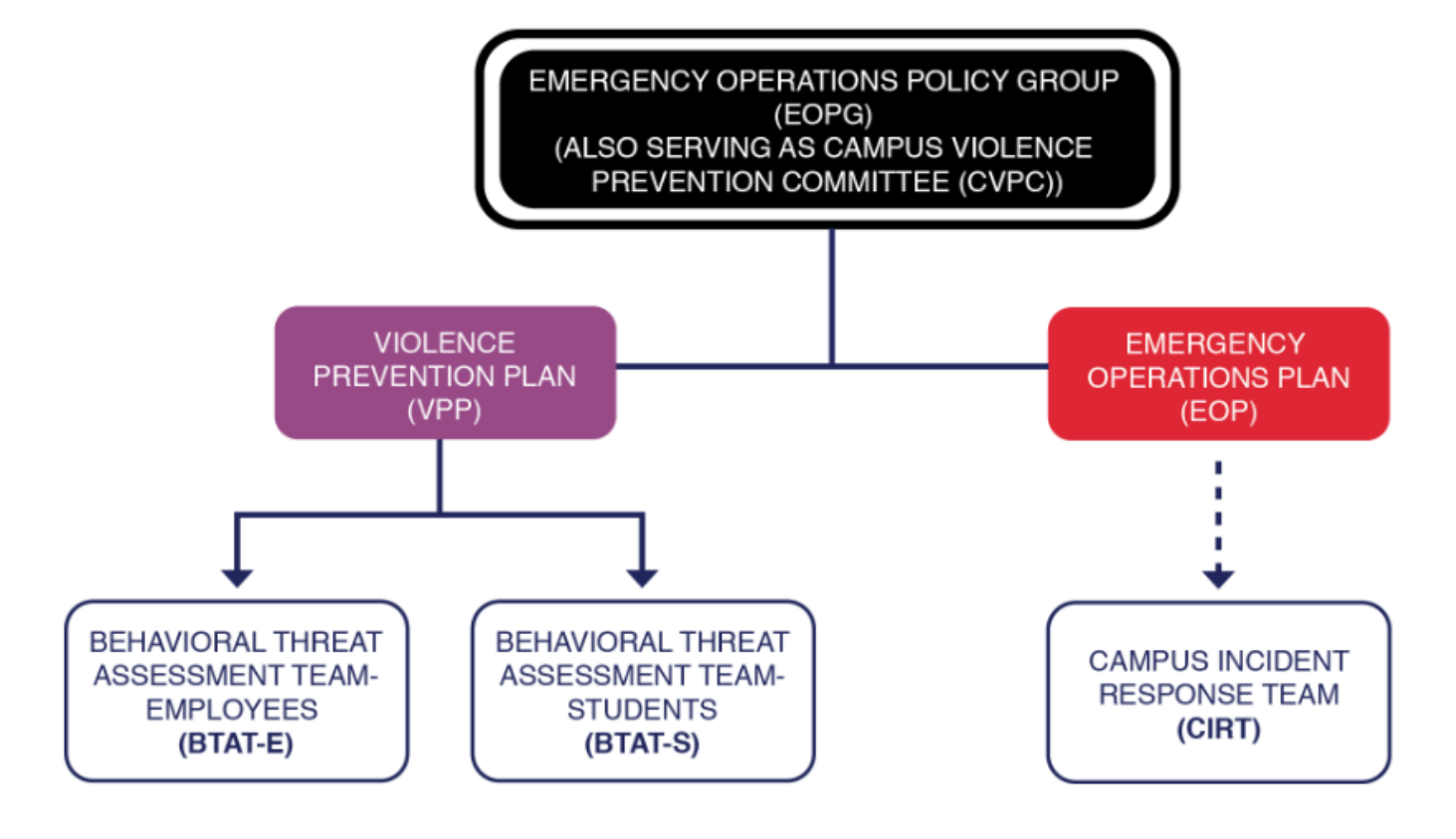
Virginia Beach shooting: 12 killed by 'disgruntled city worker'

Five people killed in shooting at Aurora, Illinois, manufacturing company

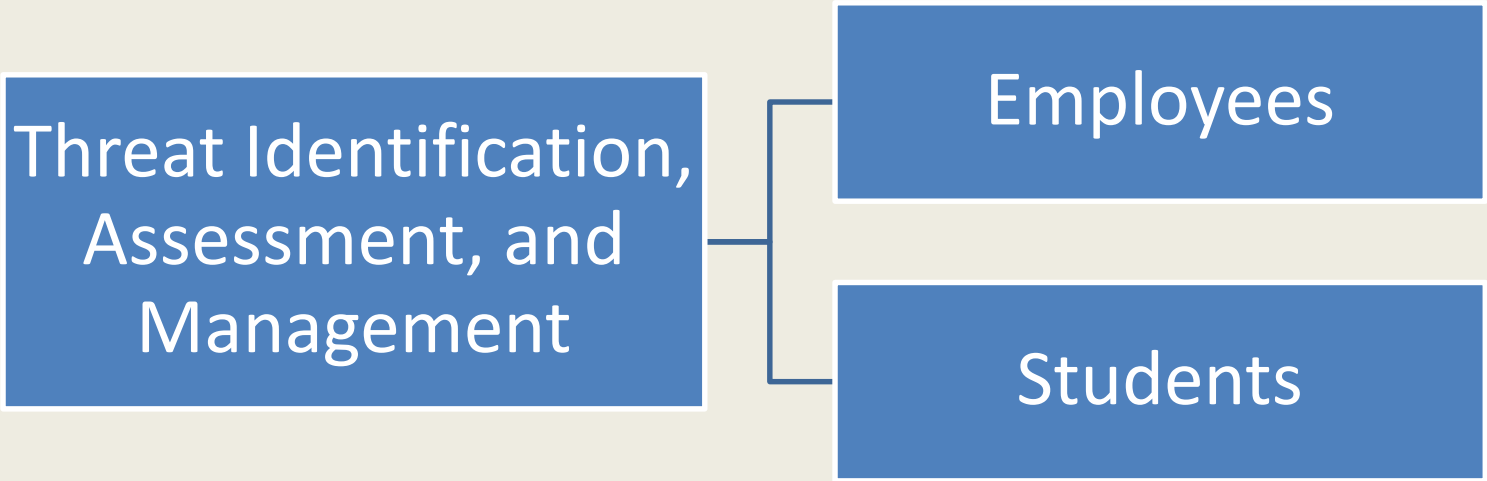
Learning Objectives

1. ***UIC Violence Prevention Plan***
2. ***Behavioral Threat Assessment Teams***
3. ***BTAT Panelists***
4. ***Interactive Exercise - Scenarios***

Threat Assessment and Management Functional Authority



Behavioral Threat Assessment Teams (BTAT)



BTAT Responsibilities

Panel Presenters

- **Kevin Booker**, Chief of Police
- **Caryn A. Bills**, Associate Chancellor, Office for Access and Equity, Title IX and DRS
- **Michael Ginsburg**, Associate Vice Chancellor for Human Resources
- **Lisa Caridine**, Director of Employee Relations, Hospital Human Resources
- **David Marder**, Director of University Health Services
- **Linda Deanna**, Associate Vice Chancellor for Student Affairs/Dean of Students
- **Natalie Bennett**, Director Women's Leadership & Resource Center & CAN

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THE UNIVERSITY OF ILLINOIS AT CHICAGO

POLICE DEPARTMENT

UICPD DEMOGRAPHICS

Police Department Staff

- Police
- Telecommunicators
- Security Sergeants
- Security Officers
- Security Guards
- Office Staff

Ethnicity

White	38	24%
Black	82	53%
Hispanic	28	18%
Other	8	5%

Gender

Male	103	66%
Female	53	34%

Age Range

21-30	58	37.2%
31-40	47	30.1%
41-50	27	17.3%
51+	24	15.4%

Sworn Officers

- Chief
- Captains
- Lieutenants
- Sergeants
- Officers

Ethnicity

White	28	38%
Black	20	27%
Hispanic	20	27%
Other	6	8%

Gender

Male	58	78%
Female	16	22%

Age Range

21-30	23	31.1%
31-40	27	36.5%
41-50	18	24.3%
51+	6	8.1%

UNFORESEEN EVENTS

UIC SAFETY VIDEO

MOVING FORWARD (ADVANCEMENTS)

GUARDIAN APP WAS UPGRADED TO UIC SAFE

HOME SCREEN

DOWNLOAD THE UIC SAFE APP

Download from Apple (OIS):
App Store

Download from Android:
Google Play

PARKING GARAGE SECURITY WAS MONDAY THROUGH FRIDAY FROM 8A – 12P AND 4P – 9P, NOW IT'S 24/7 COVERAGE

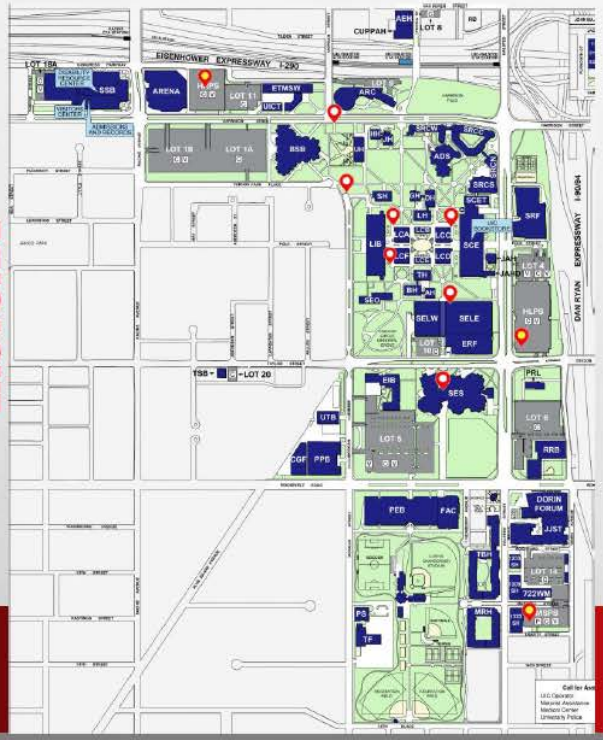
WINTER UNIFORM

SUMMER UNIFORM

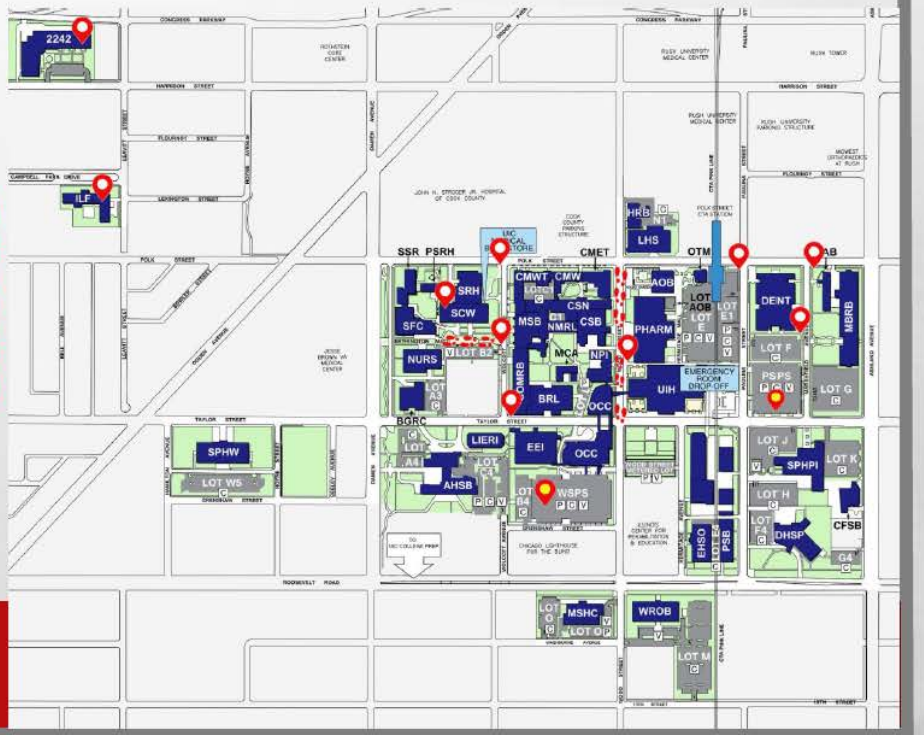
VEHICLE

INTERIOR OUTSIDE SECURITY POST ON EAST & WEST CAMPUS WAS MONDAY THROUGH FRIDAY FROM 4P – 12A, NOW IT'S 4P – 12A AND 12A – 8A, 7 DAYS A WEEK

EASTSIDE



WESTSIDE



24/7 SAFETY WALKS

NightRide
through
TransLoc

Walking Safety Escort
provided by
University Police

Police Virtual Escort
through
UIC SAFE

Find more safety information in the UIC SAFE App.

Download today!

www.ready.uic.edu

TO SCHEDULE A WALKING SAFETY ESCORT, PLEASE CALL

(312) 996-2830

HOURS OF OPERATION:

24 HOURS A DAY, 7 DAYS A WEEK

STARTELS (BLUE LIGHTS)

LOCATION #1

OLD PICTURE WITHOUT CAMERA (ANY)

LOCATION #2

PICTURE WITH CAMERA (PEORIA STREET BRIDGE)

LOCATION #3

PICTURE WITH CAMERA AND LPR (WOOD AND TAYLOR)

SAFE EXCHANGE ZONE

UICPD WOMEN SELF-DEFENSE COURSE

UICPD

POLICE/FIRE
EMERGENCY
DIAL
5-5555

Non-Emergency
DIAL 6-2830
TDD# 413-9323

Caryn Bills, Associate Chancellor
Office for Access and Equity

1. Address unlawful discrimination, harassment, and retaliation.
2. Provide reasonable accommodations for employees and students with disabilities.
3. Advise on and provide alternatives to grievance procedures.
4. Fulfill Title IX response requirements.
5. Compliance under state and federal laws and University Policies.

UIC

UIC's Sexual Misconduct Policy

Requirement that employer respond to sexual misconduct

- Duty to stop sexual misconduct before it occurs, or
- Take prompt remedial action upon learning of allegations.

All employees are "Responsible Employees"

- Responsibility to report Sexual Misconduct to Title IX Coordinator.

Mandatory Sexual Misconduct training for

- All employees, including faculty, APs, civil service, extra help, medical.
- Incoming undergraduate, transfer, graduate, and professional students.

UIC

Dispute Resolution Services (DRS)

Services

- Confidential consultations
- Facilitations
- Mediation services

Address and Resolve

- Communication issues
- Clarity of roles and responsibilities

Faculty Grievance Procedures

- Faculty must consult with DRS before grieving

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Michael Ginsburg, Associate Vice Chancellor UIC Human Resources

- Fitness for Duty
- Family Medical Leave Act (FMLA)
- Employee Assistance Services
- Employee Performance Program
- Progressive Discipline (Civil Service)
- Dismissal During the Probationary Period (Civil Service)
- Terminal Contracts (Academic Professional)

UIC

UIC Faculty Affairs Polices

- Evaluation of Ability to Work
- Severe Sanctions Other Than Dismissal for Cause
- Dismissal of Non-Tenured Faculty w/Multi-Year Contract
- Non-Reappointment

Dr. David Marder, Director University Health Services

UHS provides occupational health services:

- UIC campus
- University of Illinois Hospital

Services of University Health Services:

- New hire assessments
- Fitness for duty assessments
- Drug testing
- Worker injury assessments
- Medical surveillance evaluations

UIC

Lisa Caridine, Director of Employee Relations UI Hospital

Hospital Workplace Violence Team

Linda Deanna, Associate Vice Chancellor Dean of Students

The DOS Office provides services to all students, undergraduate, graduate, and professional students.

- Students Who Need Assistance – U and I Care
- Students of Concern – Consultation Services
- Students Involved in Misconduct – Student Conduct Process

UIC

Natalie Bennett, Director
WLRC and CAN

Women's Leadership and Resource Center (WLRC)

Campus Advocacy Network (CAN)

Scenario 1

A manager tells you that one of her employees, Perry, has been making odd comments like, "If I ever lost my job, I would go down in a blaze of glory." The manager also tells you that Perry has been missing work lately and is currently going through a divorce.

Scenario 2

It has been reported that two graduate student Research Assistants Charlie and Jackie, who were previously dating, were involved in a verbal dispute in the lab and that someone heard, “it will be settled after work.” Charlie has also shown aggressive and belligerent behavior recently, accusing Alice of attempting to sabotage Charlie’s research in the lab.

Scenario 3

A nurse, who has observed Alex during their health profession clinical experience, has raised concerns to the Attending about Alex's erratic behavior in the clinic, which has resulted in patient care concerns.

Separately, the faculty member who evaluates Alex indicated that she will only hold meetings with Alex during business hours with her door open.

Q&A

Thank you

Please visit the Resource Table for more information