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 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.
Deadly Shooting at Winston-Salem City
Building was "Workplace Violence"

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

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

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

EMERGENCY OPERATIONS POLICY GROUP (EOPG)
(ALSO SERVING AS CAMPUS VIOLENCE PREVENTION COMMITTEE (CVPC))

VIOLENCE PREVENTION PLAN (VPP)

BEHAVIORAL THREAT ASSESSMENT TEAM-EMPLOYEES (BTAT-E)
BEHAVIORAL THREAT ASSESSMENT TEAM-STUDENTS (BTAT-S)

EMERGENCY OPERATIONS PLAN (EOP)

CAMPUS INCIDENT RESPONSE TEAM (CIRT)
Behavioral Threat Assessment Teams (BTAT)

Threat Identification, Assessment, and Management

- Employees
- Students
BTAT Responsibilities

- Identification
- Manage
- Coordination
- Assessment
- Remedy
- Support
- Collaboration
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
# UICPD Demographics

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

### Sworn Officers
- Chief
- Captains
- Lieutenants
- Sergeants
- Officers

#### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Police Department Staff</th>
<th>Sworn Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>38</td>
<td>28</td>
</tr>
<tr>
<td>Black</td>
<td>82</td>
<td>20</td>
</tr>
<tr>
<td>Hispanic</td>
<td>28</td>
<td>20</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>6</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>182</strong></td>
<td><strong>54</strong></td>
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#### Gender

<table>
<thead>
<tr>
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<th>Police Department Staff</th>
<th>Sworn Officers</th>
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<tbody>
<tr>
<td>Male</td>
<td>103</td>
<td>58</td>
</tr>
<tr>
<td>Female</td>
<td>53</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>156</strong></td>
<td><strong>74</strong></td>
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#### Age Range

<table>
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<tr>
<th>Age Range</th>
<th>Police Department Staff</th>
<th>Sworn Officers</th>
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<tbody>
<tr>
<td>21-30</td>
<td>58</td>
<td>23</td>
</tr>
<tr>
<td>31-40</td>
<td>47</td>
<td>27</td>
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<td>41-50</td>
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<td>18</td>
</tr>
<tr>
<td>51+</td>
<td>24</td>
<td>6</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>150</strong></td>
<td><strong>54</strong></td>
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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
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
24/7 SAFETY WALKS

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 (PHEORIA STREET BRIDGE)

LOCATION #3
PICTURE WITH CAMERA AND LPR (WOOD AND TAYLOR)
SAFE EXCHANGE ZONE
UICPD WOMEN SELF-DEFENSE COURSE
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’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.
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
UIC Faculty Affairs Policies

- 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
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
Women’s Leadership and Resource Center (WLRC)

Campus Advocacy Network (CAN)
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.
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.
Thank you

Please visit the Resource Table for more information