Campus Safety and Security

TA/AI presentation

February 8, 2016
Dr. Bob Harkins

Associate Vice President,
Campus Safety and Security
Krista Anderson

Office of the Dean of Students
HAVE CONCERNS ABOUT SOMEONE'S BEHAVIOR BUT NOT SURE WHO YOU CAN CALL FOR HELP?

BEHAVIOR CONCERNS ADVICE LINE

512.232.5050

A SERVICE AND RESOURCE FOR STUDENTS, FACULTY, AND STAFF TO CARE FOR OTHERS IN THE UNIVERSITY OF TEXAS AT AUSTIN

THE UNIVERSITY OF TEXAS AT AUSTIN
Why should I call the Behavior Concerns Advice Line?

Examples of situations:

- You come across an essay with disturbing comments.
- A student comes to you who is concerned about their roommate’s drinking habits.
- A student in your class has been disruptive and exhibiting odd behavior.
Dr. Chris Brownson

Counseling and Mental Health Center
Identifying and Referring Students in Distress

UT COUNSELING & MENTAL HEALTH CENTER
Why refer?

- High-risk population
- Rise in severity
Signs of Distress

- Decline in academic performance
- Decline in social involvement
- Unusual appearance
- Difficulty managing thoughts or feelings
When is outside involvement a responsibility, not a choice?

- Indications of suicidal thoughts
- Loss of contact with reality
- Disruptive or threatening behavior
Approaching a Student in Distress

- Listen
- Acknowledge
- Express concern
- Offer hope
Making a Referral

- Be direct
- Encourage
- Provide information
- Clarify expectations
- Suggest, don’t insist
Counseling Center Services

- Walk-in appointments
- Individual & couples counseling
- Group counseling
- Medication evaluations
- Crisis Line 24/7/365 at (512) 471-CALL
- MindBody lab
Setting Limits

- Stay within your comfort zone
- Maintain boundaries
- Seek support
Final Considerations

- No single “right” way to respond
- Need for consultation &/or support
- Consider scope of your role in advance
- Avoid making promises you can’t keep
Susan Harnden

Employee Assistance Program
Responding to Distress and Disruption at UT
Counseling and Consultation for Staff and Faculty

- Personal Counseling
- Workplace Consultations
  - Managing Classroom Behavior
  - Communication
  - Safety concerns
  - Manager concerns
  - Managing Change
- Training - sites.utexas.edu/eap
- Work/Life Balance - LifeCare
- Stress Reduction and Biofeedback Center (SRBC)
  sites.utexas.edu/srbc
Call EAP When

- You don’t know how to approach a difficult conversation
- The behavior is distressing or out of the ordinary
- Your concern has been increasing over time
- The person appears to be at risk or might place others at risk
- You are worried about a coworker
- You have been avoiding dealing with a problem or having a conversation
- You feel threatened
- You notice the flight or fight impulse

Listen to your gut and err on the side of caution
Responding to Disruption

- Address disruptive behavior early to prevent escalation
- Remember distress can present as disruption
- Set expectations
  - Syllabus
  - During Office Hours
    - Express Concern
    - Listen
    - Set limits
  - During a class
    - Stay calm
    - Avoid Defensiveness
    - Give Yourself Options
- Consult
You Can Make a Difference

We Are Here to Help
HealthPoint Employee Assistance Program
Susan Harnden, LCSW
471-3366
http://www.utexas.edu/hr/eap
Linda Millstone, MPA SPHR

Deputy Title IX Coordinator
University Compliance Services

Check out our website:
https://titleix.utexas.edu
Education Amendments of 1972

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

No, it’s not just equality in athletics.
Did you know... Title IX

Title IX applies to more than just athletics.

Women, men and GLBT are protected from sex discrimination (including sexual harassment).

All public and private universities receiving any federal financial assistance must comply with Title IX.

The United States Department of Education (Office for Civil Rights) enforces Title IX.
Title IX Definitions

- General Information Catalog Appendix D
- General Information Catalog Appendix C, Ch. 11
- Handbook of Operating Procedures 3-3031
- Handbook of Operating Procedures 8-1010

[Diagram of Sexual Discrimination, Sexual Harassment, Sexual Violence (Sexual Assault), Stalking, Dating/Domestic Violence]
UT Austin is committed to maintaining a working and learning environment that is free from discriminatory conduct based on gender. As required by Title IX, the University does not discriminate on the basis of sex/gender in its programs and activities.

UT Austin encourages all members of the university community who think that he or she has been subjected to sex/gender discrimination, sexual harassment (including sexual violence) or sexual misconduct by another student, member of the faculty or staff, campus visitor or contractor, to report to the University.
How Do I Report My Incident?

- You have options:
  - You can report directly to the University’s Title IX Coordinator who will ensure the appropriate Deputy Title IX Coordinator will reach out to you
    - Office of Inclusion and Equity for employees
    - Student Emergency Services for students
  - You can tell a Responsible Employee who will report the matter on your behalf
Any action that adversely affects the academic, employment, or other institutional status of a student or employee of the University, visitor, applicant for admission to or employment with the University, because an individual has, in good faith, brought a complaint under this policy, opposed an unlawful practice, participated in an investigation, or requested accommodations.

EXAMPLES
- Threats, intimidation
- Discipline
- Failure to accommodate needs
- Forcing or pressuring complainant or respondent to take time off from school/work
- Removing complainant from teams, clubs, etc.
Title IX: What You Need to Know as a “Responsible Employee”
The Clock is Ticking....

OCR guidelines include a 60 day timeframe to investigate, remedy and resolve an allegation.
"Once a school knows or reasonably should know", it must take immediate action to end the discrimination and right the wrong.

- UT has identified certain employment titles as "Responsible Employees" who have a duty to report incidents.
- As a TA or AI, you are both a Responsible Employee ([HOP 3-3031](#)) and a student ([GIC Appendix D](#))
UT has identified certain employment titles as "Responsible Employees" who have a duty to report incidents. (HOP 3-3031 and GIC Appendix D)

- administrators
- academic advisors
- coaches, and other athletic staff who interact directly with students
- faculty members, including professors, adjuncts, lecturers, associate/assistant instructors (AIs), and teaching assistants (TAs)
- graduate research assistants
- residence life directors
- resident assistants
- all supervisory staff
Reporting Process

- Listen and express compassion and offer assistance
- Provide Quick Reference Guide of Resources and Contacts
- Inform individual of your need to report the incident
- Contact Title IX Coordinator with name of complainant and name of respondent if known
- Appropriate Deputy Title IX person will reach out to complainant
- Complainant does not have to respond if he/she does not wish to
- If the complainant does not report the Title IX incident in a timely manner, accommodations and remedies provided by the university may be diminished
As a RESPONSIBLE EMPLOYEE you cannot maintain confidentiality.
Confidential Reporting Options

- Counseling Mental Health Center (CMHC)  
  512-471-3515
- CMHC Crisis Line (24/7)  
  512-471-2255
- University Health Services (UHS)  
  512-471-4955
- Employee Assistance Program (EAP)  
  512-471-3366
Frequently Asked Questions

- What happens if I do not report?
- Should I contact the police?
- Can't I just resolve the matter privately with the individual?
Mishandling leads to Bad Headlines

When the Victim is Male

Education Department finds that SMU violated the law with a poor response to a sexual assault case in which the assailant and victim were both male, and the former came from a prominent alumni family.

December 12, 2014
By
Jake New
Southern Methodist University violated Title IX when it failed to provide a “prompt and equitable response” to the alleged sexual assault of a male student by another male student in 2012, the U.S. Department of Education announced Thursday. The university then failed to protect the victim.
Title IX Coordinators

- University Title IX Coordinator (LaToya Hill)
  512-232-3992   1616 Guadalupe, UTA Suite 2.507
  Mail Code D9200  titleix@austin.utexas.edu

- Deputy Title IX Coordinator (Linda Millstone)
  512-471-2437   1616 Guadalupe, UTA Suite 2.206
  Mail Code D9200  titleix@austin.utexas.edu

- Deputy Title IX Coordinator for Students (Krista Anderson)
  512-471-5017
  Student Emergency Services, 100 W. Dean Keaton, SSB 4.104
  Mail Code A9800  studentemergency@austin.utexas.edu

- Deputy Title IX Coordinator for Faculty/Staff (Brett Lohofener)
  512-471-1849
  Office of Inclusion and Equity, 101 East 27th, NOA 4.302
  Mail Code A9400  equity@utexas.edu
## Contacts and Resources

### Campus-wide
- **Title IX Coordinator**
  - Phone: 512-232-3992
- **Behavior Concerns Advice Line**
  - Phone: 512-232-5050

### Anonymous
- **Anonymous Compliance Hotline**
  - Phone: 877-507-7321

### Students
- **Student Emergency Services (SES)**
  - Phone: 512-471-5017

### Employees
- **Office of Inclusion and Equity (OIE)**
  - Phone: 512-471-1849

### Police
- **University Police Department (UTPD)**
  - Phone: 911
- **Austin Police Department (APD)**
  - Phone: 911 311 (non-emergency)
Chief Carter

UTPD
Active "on campus" violence - Prevention and Response

TA/Al Presentation
February 2015

David Carter, Chief of Police
University of Texas at Austin
Active violence

e.g. “Active Shooter,” “mass-stabbing”

“The possibility of being involved in an Active Shooter incident on campus may be remote, but the consequences can be catastrophic. That’s why it makes good sense for you to spend some time thinking about what you would do if you found yourself in such a situation.”

Jim Sporleder from the Center for Personal Protection and Safety
Understanding motivating causes

Individual actors involved in active shooting incidents have had a variety of motivating beliefs. Sometimes they possessed a misguided sense that they were part of a global terror cause, while in other instances they possessed grievances, real or perceived.

Clearly most cases involving “active shooters” involve some sort of mental imbalance or psychosis. In many instances erratic or concerning behavior leading to an attack was known by others, (e.g., family, friends or co-workers), yet remained unknown to responsible authorities.
“Flashpoint”

- Key areas are:
  - Understanding what is meant by campus violence
  - Recognizing common myths about campus violence
  - Recognizing behaviors of concern before violence occurs
  - Recognizing signs of stalking and intimate partner violence
  - Understand the importance of early action and options for responding to and reporting warning signs
“Flashpoint” continued

- People do not just SNAP
- Awareness plus Action=PREVENTION
- Incorrect belief that you cannot prevent violence - you can be the one that prevents it
- Behaviors of Concern
- Action Points-Note it, talk to subject, REPORT it
- Who do you report to-Police, Dean of Students, RA, Professor, Student Counseling Center, Provost Office
- Suicide prevention
- Harassment, Intimidation, Bullying, Making threat
Proactive partnership to provide the safest environment we can for all members of the university community.

- Partnership among the following departments:
  - University of Texas Police Department (UTPD)
  - Office of the Dean of Students (DOS)
  - Counseling Mental Health Center (CMHC)
  - Employee Assistance Program (EAP)
Proactive partnership to provide the safest environment we can for all members of the university community.

- Partnership with APD:
  - Don’t walk alone
  - Lock doors
  - Lock-Take-Hide vehicle safety
  - 311 reporting of graffiti, etc.
  - Help by giving to charity rather than giving to strangers

Anytime. Anywhere.
Notification Alert systems used when incidents are “in progress”

- *Siren system with voice*
- *Text messaging*
- *Campus TV*
- *Emergency pagers*
- *Voice enunciators*
- *Email*
- *Web site*
- *Phone trees*
Active Shooter police response

Please review “five outs” info and view “Run, Hide, Fight video - both can be found on the Emergency Preparedness page or UTPD web page