Violence Prevention Training
SafeCampus

Preventing violence is everyone’s responsibility
Welcome to the UW Campus Violence Prevention Training!

This training program provides information about the University of Washington Campus Violence Prevention program for designated faculty and staff at Friday Harbor Labs.

Program Contents
Part One answers the following questions:
• Why is there a need for violence prevention training at the UW?
• What is SafeCampus?
• What is SafeCampus’ approach to violence prevention?
• When and how to call SafeCampus
• What proactive measures and resources does the University have in place?

Part Two
Participants view three violence prevention videos that cover specific aspects of violence prevention. Each video is about 18 minutes long. Viewing the streaming videos requires a computer with internet connection and headphones or speakers.

Part One
Violence Prevention at the UW
The University of Washington is not a particularly violent place, in fact, of the total crime on the Seattle campus in 2010, only 9% involved violence and most of those crimes involved only minor injuries. However, while serious violence is infrequent at the UW, it has happened here before and also at universities across the country. In April 2007 the UW experienced a relationship violence-related homicide and suicide. About two weeks after that the 2007 Virginia Tech massacre occurred, wherein a student killed 32 people and wounded 24 others before taking his own life. The resulting trauma to the campus community was overwhelming.

The University of Washington has invested time and resources to develop a program designed to prevent violence from occurring in the first place. This university-wide campaign is known as SafeCampus.
SafeCampus

“Preventing Violence is Everyone’s Responsibility”
The SafeCampus concept is that everyone on campus has a stake in preventing violence and creating a safer university environment. SafeCampus phone lines provide centralized intake and response to non-emergency calls regarding actual or potential threats of violence; these phone lines are answered 24 hours a day, 7 days a week. We encourage everyone in the University community to call SafeCampus if they have any concerns for anyone’s safety due to potential violence.

The Violence Prevention Response Program (VPRP) translates the SafeCampus concept into action by:

- Receiving reports of non-urgent concerns about violence
- Responding to the SafeCampus telephone lines
  - VPRP staff answers these lines M-F, 8 a.m.–5 p.m.; Harborview Medical Center Community Care Line takes calls after hours and on weekends.
    
    **UW Seattle**  206-685-SaFe (7233)
    **UW Tacoma**  253-692-SaFe (7233)
    **UW Bothell**  425-352-SaFe (7233)
- Connecting affected individuals with information and resources, including immediate risk mitigation information.
- Facilitating a collaborative assessment process to create an action plan to respond so that the risk of violence is reduced as much as possible.
- Following up with responsible partners to ensure the action plan is completed and the concerns for safety have been mitigated.

Our Approach to Violence Prevention

Generally, violence does not occur without some cause. Usually there is some reason a person chooses to act violently, and often that reason is a build-up of stress or frustration from real or imagined causes. While violence cannot be predicted, you can often observe the signs of stress and frustration that may indicate a potential for violence. The University community provides resources to help individuals deal with their stresses and frustrations before they become overwhelming to the point where the individual becomes violent. However, before the University of Washington can provide resources, it must first become aware of the situation. This is where you come in. You are the ones who are most likely to notice individuals under significant stress or committing prohibited behavior.

So, awareness and response are the two key factors in preventing violence. You provide the awareness by noticing behavior and reporting it, and SafeCampus coordinates the response.
Awareness
Signs of increased distress are not an indicator of future violence, but studies have shown that people who have committed violence often display some distressing behavior before going on to commit violence. Anyone can periodically experience stress, as stress is a normal part of life. Signs of distress become a cause for concern when there is an increase in their frequency or severity—this is when you should call SafeCampus.

Signs of distress you may witness include:

• Withdrawal from friends
• Significant changes in personality, mood, or behavior
• Financial, family, or relationship stress
• Substance abuse
• Perceiving disgrace or loss of options due to failure
• Expressions of self-harm
• Causing reasonable fear on the part of employees
• Expressions of extreme frustration or disrespect related to the workplace or school community

For concerns about relationship violence, please call SafeCampus, as we can provide you with the appropriate resources. For more information about relationship violence resources for students, visit the Sexual Assault and Relationship Violence Information Service website.

The University of Washington has policies and procedures which dictate the standards for appropriate behavior by all members of the University community. The codes of conduct listed below are tailored for specific University populations and they outline what conduct is prohibited, sanctions for engaging in such behavior, and the reporting requirements of University personnel. For example, even with a concealed weapons permit, individuals are not permitted to carry firearms on campus.

Other prohibited behavior is delineated in the Workplace Violence Policy shown below.

• General Conduct Code (Chapter 478-124 WAC)
• Student Code of Conduct (Chapter 478-120 WAC)
• Faculty Code (University Handbook, Volume 2, Part II, Chapters 24-25)
• UW Policy and Procedure on Violence in the Workplace (UWHR Website)
Prohibited Behavior
Generally speaking, the following behaviors are prohibited anywhere the University of Washington does business:

- Violence or threats of violence
- Harassment or intimidation:
  - Telephone calls, texting, emails
  - Oral or written statements
  - Stalking
- Disruption of the UW's:
  - Workplace
  - Academic environment
  - Ability to provide service to the public
- Interference with an individual’s legal rights, movement, or expression

Notice that only the first item, “violence or threats of violence,” is actually violence related. The other listed behaviors, while not violent, are significantly concerning or disruptive that they are also prohibited. Also notice that these behaviors are subjective, to allow reasonable people to interpret observed behavior.

Under the UW Policy and Procedure on Violence in the Workplace, you are required to report these behaviors.

Reporting and Response
There are two general types of situations in which you should report behavior. One is when you need assistance or need something to happen immediately—Urgent and Imminent Threats. The other is when there is some time to seek assistance or advice—Concerns or Potential Threats of Violence.

Urgent and Imminent Threats

Call 911

Once safe, report situation to 685-SAFE (7233)

Report situation to supervisor or department head
Concerns or Potential Threats of Violence

It is important to notify your supervisor after calling SafeCampus because that person also has responsibilities under UW policy.

Concerns about Reporting
We recognize that the thought of reporting concerning behavior you’ve witnessed may cause some anxiety. Here are some of the common things people tend to be concerned about:

Overreacting
In our society, we tend to minimize and normalize behaviors and situations which may be quite concerning. You may think that you’re blowing things out of proportion. A good indication that you should report a situation is if the concerning behavior increases in frequency, duration, or severity. SafeCampus wants reports of ANY potential concern in order to determine how to proceed/respond. You also may think that someone else will take it upon themselves to report the behavior—so you don’t have to. In fact, there have been a number of situations where unrelated individuals have called SafeCampus to express their concerns. Each caller provided a uniquely important perspective on a larger, more complex picture that enabled us to craft an appropriate response.

Getting Someone in Trouble
Someone who displays alarming behaviors most likely needs support to help them cope with the stress they are experiencing. Reporting concerning behavior does not make you a “bad” friend or coworker—in fact, reporting your concerns to SafeCampus will allow us to provide that person with the resources they need in order to help them.

Confidentiality
While our records are subject to the Public Records Act, we limit the sharing of information to people who absolutely need to know.
Anonymous reporting is possible because no one can force you to identify yourself. But information that is vague enough to maintain your anonymity may not be detailed enough to act upon. You can call SafeCampus to discuss the issues around anonymous reporting.

Whether made anonymously or not, SafeCampus uses the information we receive to help the person presenting a concern, not to get the person in trouble.

In the end, the risk of not responding far outweighs the risk of reporting an issue, even if it turns out to not be serious.

Reacting to violence happening now
Sometimes, despite our best efforts, deadly violence may occur. If you perceive that violence is happening or may be imminent, here are suggestions on how to react.

Get Out. If you believe that the danger is increased by staying where you are, run away until you can get to a safe location and call 9-1-1. This is the best choice if it is possible.

... OR ...

Hide Out. When the danger is increased by evacuating, or you don’t know the location of the danger source, get to as safe a location as possible and securely hide.

1. Lock or barricade yourself in a room with limited visibility from the outside and with a means to call for help.
2. Get down on the floor and out of the line-of-sight.
3. Call 9-1-1.
4. Wait for official notice that the danger is over.
... OR ...

**Take Out the Assailant.** If you can’t “get out” or “hide out,” and the assailant comes into your presence, you may have to confront the violent person.

It is possible for a group of people, acting together, to overcome a violent person and stop the violent activity. You must be prepared to do whatever is necessary to neutralize the threat. To do this, you’ll need to become more aggressive than you ever thought possible. This means you either disrupt his actions or incapacitate him. Throwing things, yelling, or using improvised weapons can all be effective in this situation, but total commitment and absolute resolve are critical. This is a personal decision based on the circumstances at the time. The UW is not advocating this course of action. This is very dangerous and should be a last resort action when doing nothing would result in serious physical injury or death.

More detailed information on this critical subject is available in the “Shots Fired” video that you will view in Part Two of this training.

**Calling 9-1-1**

**Calling 9-1-1 from any hard-wired phone on University property** reaches the UW Police (Seattle Campus) or the local law enforcement agency (UW Bothell, UW Tacoma).

**Calling 9-1-1 from a cell phone** reaches the local law enforcement agency. On the Seattle Campus you should tell the agency that you need to talk to the UW Police.
Proactive Measures and Resources
Taking proactive measures before a violent emergency occurs increases your safety because you’ve thought about and planned a course of action. In emergencies, people tend to react as they’ve been trained. A workplace security plan is a great way to start.

Workplace Security Plan
- A **security plan** enables your work group to prepare for emergencies.
- **UW Police** can consult and assist with:
  - Assessment of the work area
  - Physical security review
- Security Plans include:
  - Emergency communications
  - **A code word.** This is an agreed-upon word or phrase that, when used in a communication with a trained co-worker, means “I need assistance, but I don’t want the person I’m interacting with to be aware of my call for help. Call 9-1-1.”
  - **Safe rooms.** A nearby room which employees have been trained to use as a refuge during a violent emergency. It can be locked from the inside without the use of a key and has limited visibility into the room from the outside of the room.
- Individual employee responsibilities
- Initial and regular training
Resources *(some resources are only available at specific locations)*

- **SafeCampus**
- Local law enforcement agency
  - For the UW Seattle Campus this is the **UW Police Department**, including **Crime Victim Advocate**.
- **UW CareLink: Employee Assistance Program.** Take control and identify solutions to the challenges in your life by using the tools and resources available through UW CareLink, a comprehensive faculty and staff assistance program.
- **Husky NightWalk at the UW Seattle Campus.** The Husky NightWalk Program is a uniformed guard assistance program that uses full-time security guards to assist students, staff, and faculty members to various locations on campus and within a one-mile radius off campus.
- **Night Ride Shuttle** at the UW Seattle Campus. An evening campus shuttle.
- **UW Alert.** The University of Washington has developed UW Alert to disseminate official information during emergencies or crisis situations that may disrupt the normal operation of the UW or threaten the health or safety of members of the UW community.
- **UW Bothell Security and Campus Safety.** The mission of the Security and Campus Safety Department is to provide professional security and public safety services to the University of Washington Bothell and Cascadia Community College.
- **UW Tacoma Campus Safety**
- **UW Medical Center Public Safety**
- **Harborview Medical Center Public Safety**
What we’ve learned …

- Serious violence is rare at the UW
- The UW has a violence prevention program: SafeCampus
- When and how to call SafeCampus 685-SAFE (7233)
- Any non-urgent concerns about violence
- A suggestion on how to react to a violence emergency
- Proactive planning and resources

Part Two

View these Violence Prevention videos. Each video is about 18 minutes long. Click on https://www.uw.edu/safecampus/about/netid/training or paste this URL into your internet browser. Headphones or speakers are required.

**FlashPoint On Campus.** Recognize potentially problematic behaviors in the student environment and learn strategies for addressing concerning behavior. The environment portrayed in this video may not match your teaching environment due to the wide variety of those environments.

**Silent Storm.** Domestic violence is a serious concern with no rigid barrier between academic and personal space. The video dispels myths and gives accurate information about domestic violence situations and what you can do to help.

**Shots Fired On Campus.** Learn strategies about how to react to a violent emergency, such as someone who is trying to kill others with a firearm. This video provides strategies you can use to increase your chance of survival in the event of an “active shooter,” as well as ways to help prevent an incident like this from occurring.
Part Three
Click on this link or paste this URL into your internet browser to complete a short survey to confirm your completion of the training.
https://catalyst.uw.edu/webq/survey/safecamp/160411

Questions or concerns?
www.uw.edu/safecampus
(206) 685-SAFE (7233)
safecampus@uw.edu