You are not trained to assess threats and are not expected to do so. When in doubt about a behavior or concern, ask for advice or help. Don’t worry alone. If violence or threats are involved, call the police!

**WHAT IS CONCERNING BEHAVIOR & HOW DO I RESPOND**

**RED FLAGS**
- Access to weapons
- Substance abuse
- Threats to harm self or others
- Symbolic violence, violence to pets
- Mental illness

**RESPONSE TO RED FLAGS**
- Never hesitate to call the police.
- Speak with a trusted colleague, Student Services staff or HR staff.
- If you do decide to talk with the person:
  - Remain calm and patient
  - Actively listen
  - Communicate understanding, not agreement
  - Set clear behavior boundaries
  - Don’t make promises you can’t keep

**POSSIBLE CHARACTERISTICS OF A PERSON IN CRISIS:**
- Relationship issues
- Reduced motivation
- Frequent allusions to violence
- Stress from failing grades
- Perceived injustice at the hands of peers or teachers

By reporting problem behavior to Police, Student Services Staff or Human Resources Staff interventions may include*:
- Mediation, Counseling, Disciplinary Action, Civil or Criminal Action

*Family Education and Rights Privacy Act is not a barrier to campus safety. FERPA is about educational records, not behavior.

**IN THE EVENT YOU ARE FACED WITH AN ACTIVE THREAT**

Lockdown is initiated to alert campus occupants that a potentially violent individual is on or near campus.

**RESPOND IN A MANNER THAT PROVIDES THE BEST PROTECTION - RUN, HIDE, OR FIGHT.**

**RUN**
- Escape if safe to do so.
- If there is a safe escape path, evacuate.
- Leave belongings behind.
- Warn others of the danger.
- Call 911 when you are safe.

**HIDE**
- Conceal yourself in locked or barricaded room.
- If in an open area, quickly leave and conceal yourself.
- **CHOOSE LOCATION**
  - 1) out of shooter’s view,
  - 2) with protection from shots fired
  - 3) where relocation is not restricted.
- Remain quiet and silence cell phone.

**FIGHT**
- Take action as an individual or as a group.
- Act with physical aggression.
- Improvise weapons.
- Commit to your actions.

**IN RESPONSE TO A SHELTER-IN-PLACE ORDER:**
- Stabilize potentially dangerous processes.
- Turn off lights and close windows & doors.
- Move to the designated interior safe location.
- Avoid areas with windows and other hazards.
- Shelter-in-place in locations such as a basement, internal hallway, or room without external doors or windows.
- Watch for emergency notifications.
- Stay in shelter areas until the “All Clear” is announced.