



PREVENTING 'ACTING-OUT' AND VIOLENCE BEGINS BY NOTICING STUDENT BEHAVIOR



Hostility, verbal aggression, depression, isolation and withdrawal are key signals that should not be ignored. Disregarding early warning signs facilitates escalation. It is better to offend a student by "over-reacting" and apologize, than to fail to act in the interest of everyone's safety.

Below are three categories of behavior and actions, which need attention and a response. They are listed in an order of increasing severity. Research suggests that acting-out and violent behavior may be diffused if these issues are addressed in the early levels of escalation.

LEVEL I – WARNING SIGNALS

- **PRONOUNCED AND SUDDEN CHANGE IN ATTENDANCE PATTERNS**
Tardiness and increased absences
- **CHANGE IN BEHAVIOR**
Withdrawn, irritable, confrontational, depressed, angry
- **NEGATIVE CHANGE IN ATTITUDE**
Significant change in the way the student interacts with staff and/or students

LEVEL II – MODERATE RISK

- **NEGATIVE/HOSTILE ATTENTION SEEKING BEHAVIOR IN CLASSROOM**
- **THREATS TO HARM SELF OR OTHERS DISCLOSED EITHER IN A DIRECT OR DISGUISED MANOR**
Jokes, sarcasm, hints, symbolic gestures, drawings, writing assignments
- **WITHDRAWN BEHAVIOR OF INCREASING CONCERN/VACANT STARE**
- **OPENLY CONFRONTIVE WITH FACULTY AND/OR STUDENTS**
- **NO PARTICIPATION IN CLASS DISCUSSIONS AND ACTIVITIES WITH PASSIVE/AGGRESSIVE BEHAVIORS AND ACTING OUT**

LEVEL III – EXTREME RISK

IMMEDIATELY CALL CAMPUS POLICE, EXTENSION 1455

- **CONTINUED DEMONSTRATIONS OF ODD OR PECULIAR BEHAVIOR**
- **AGGRESSIVE AND THREATENING BEHAVIOR OR GESTURES**
- **ESCALATING THREATS, RAISED VOICE**
- **VISIBLE AGITATION, PHYSICAL TENSION, TREMBLING**

WHAT I SHOULD DO

- Make time to meet with the student one-on-one.
- In a non-threatening and non-punitive fashion comment on your observations and express your concern.
- Inquire as to what circumstances may be causing the changes in behavior.
- Develop an action plan to address issues or suggest a referral to the Student Health Center, extension 1413.
- Reference the class syllabus.
- Invite the student to discuss problems that may be interfering with their academic goals during your office hours.

WHAT I SHOULD DO

- Meet with the student one-on-one if you feel safe.
- Express your interest in the student's well being.
- In a firm and non-punitive fashion describe the problem behavior.
- Set clear guidelines regarding appropriate behavior.
- **ADDRESS YOUR CONCERNS WITH YOUR DIVISION DEAN.**
- Division Dean to notify Dean responsible for 3rd level discipline.
- Contact the Student Health Center, extension 1413.

WHAT I SHOULD DO

- Remain calm, do not engage in argument.
- Keep distance between you and the student.
- Allow the student a way to exit.
- Do not allow yourself to be trapped.
- Reduce noise, talking, questions, stimulation.
- Campus Police will notify College Administrator