

Risk Reduction Strategies Regarding Workplace / Active Shooter Violence in a Campus Setting

University of California, Davis

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Bay Area Emergency Managers Conference 2017

Genentech Event Center, South San Francisco, CA



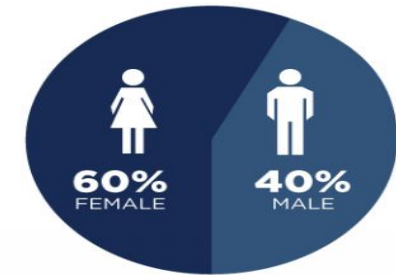
Table of Contents

- Introduction
- UC Davis Campus Environment
- Active Shooter Threat
- UC Davis Emergency Management Framework
- Violence Prevention Framework
- Behavioral Assessment Teams
- Violence Prevention Strategies

UC Davis Campus Environment



35,415 enrolled students



104
MAJORS



20,500 bicycles on campus a day



\$704 million
research funding for 2014-2015

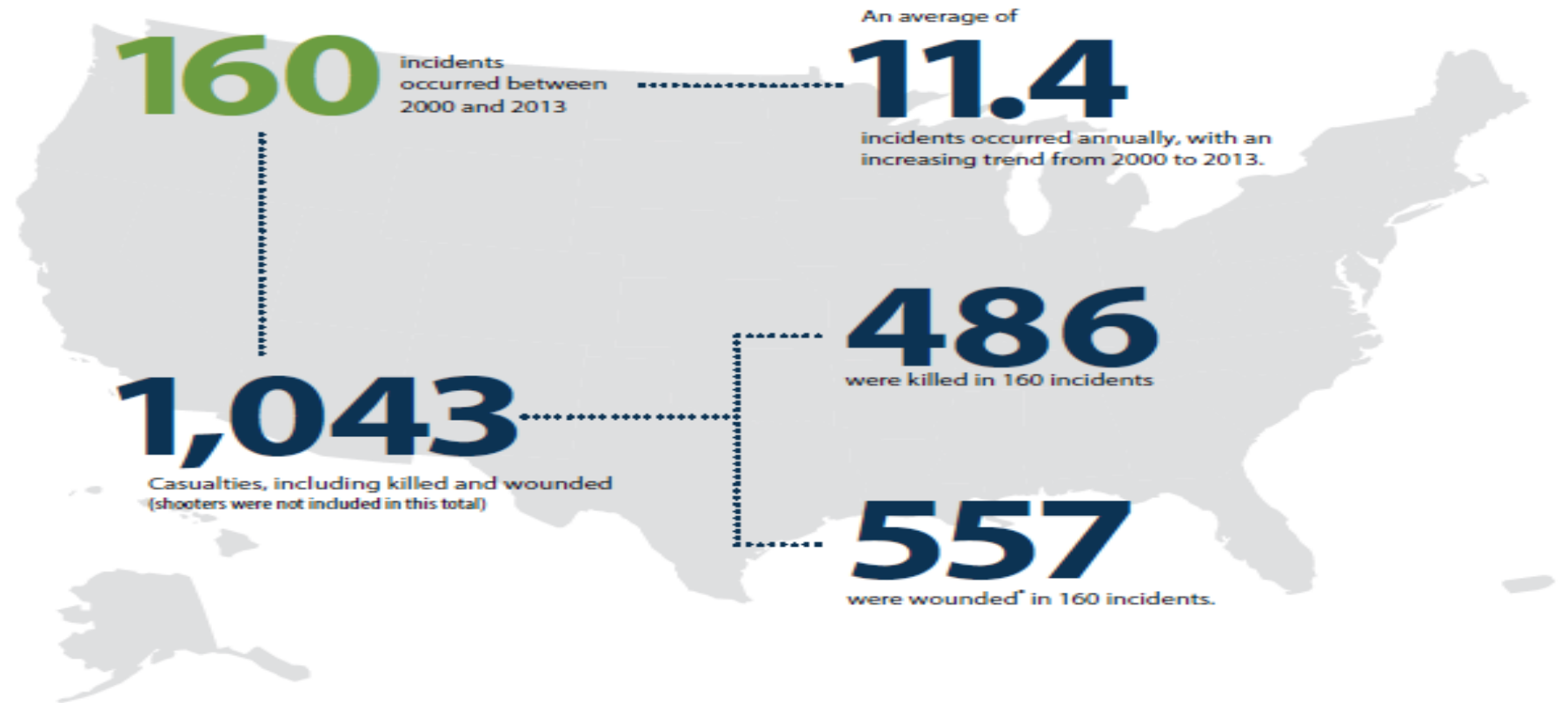
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GRADUATE PROGRAMS

Active Shooter Threat

An **Active Shooter** is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, **active shooters** use firearms(s) and there is no pattern or method to their selection of victims.

- Active Shooter events are indefensible crimes.
- 43% of attackers exhibited **Pre-Incident Behaviors**.
- 60.0% of the incidents ended before police arrived.
- 69.0% of the incidents occurred in either a commerce/business or educational environment.

FBI Active Shooter Study (2000-2013)



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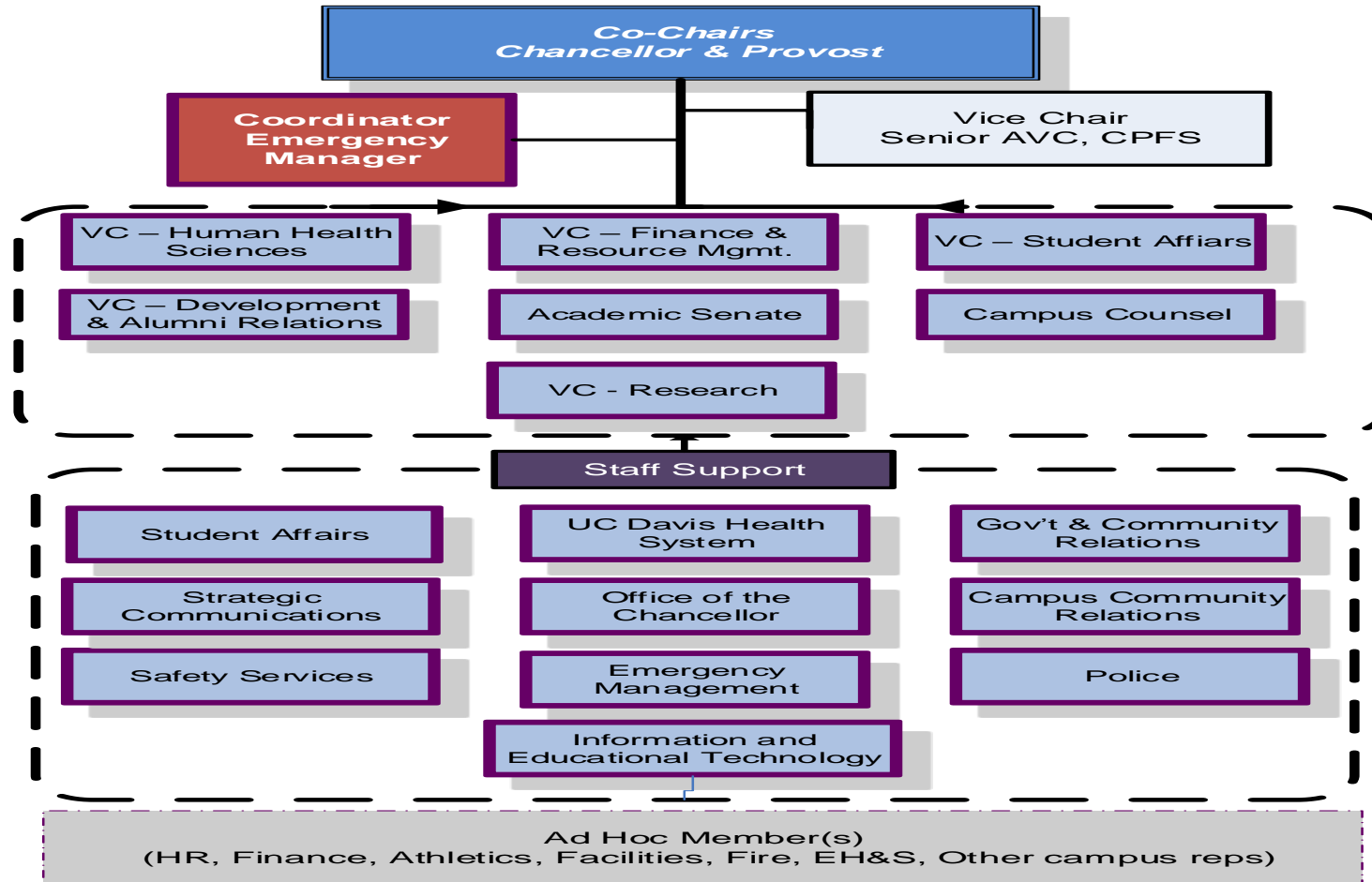
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UC Davis Emergency Management Framework

- Emergency Operation Plan (EOP) establishes UC Davis emergency management process for preparedness, response, recovery and mitigation to emergencies and crisis events which threaten the population, programs, properties, reputation and viability of the university.
- EOP provides the basic organizational and coordinating process for emergency response management applicable to any threat, hazard or crisis situation.
- Set forth lines of authority and relationship focusing on measures that are essential for the protection of faculty, staff, students and visitors to the university
- EOP provides the ability to coordinate with local, state, federal and international governments entities.

Emergency Operation Plan Organizational Chart



Violence Prevention Strategy

- Emergency Planning & Critical Incident Response
 - Preparedness, Response, and Recovery
- Campus Public Safety Function
 - Appropriate, Resourced, and Empowered
- Prevention & Education Programs to Enhance Safety
 - Comprehensive, Collaborative, and Evidence Based

Work Place Violence Prevention

Behavioral Assessment Teams – Faculty & Staff

- The UC Davis campus Workplace Violence Prevention Committee (WVPC) is a multidisciplinary team composed of staff from the Police Department, Academic Affairs, Safety Services, Student Judicial Affairs, the Office of the Campus Counsel, Employee and Labor Relations, and the Academic and Staff Assistance Program.
- The WVPC provides timely review of potential workplace violence incidents to assess violence risk and to recommend appropriate steps to management to minimize and/or mitigate the risk of workplace violence. The WVPC utilizes a collaborative case management approach to review facts and generally assess risk, as well as the *Workplace Assessment of Violence Risk – 21* (WAVR-21) tool to provide structured assessment and to assist in decision points.

Academic Violence Prevention

Behavioral Assessment Teams – Student Affairs

- The UC Davis Students of Concern Response Team is a multi-disciplinary team composed of staff from the Office of Student Support and Judicial Affairs (the Director and non-clinical case managers), Student Housing, UC Davis Police, Student Health and Counseling, Campus Counsel and Student Disability Center.
- The team meets weekly to discuss students of concern; individuals who are at risk of harming themselves and others. The team shares information and uses its expertise to monitor, assess and develop plans for managing these situations. The team on average discusses five to seven cases each week.

Response / Recovery Considerations

- **Community Care**
 - Community Trauma (Physical / Mental)
 - Postponement of Class / Campus Visual
 - Reunification Center
- **Reputation Management**
 - Campus Safety Resources
 - Independent Investigations (AAR)
 - Response / Recovery Cost
- **Long Term Safety Strategies**
 - VA Tech spent \$200 Million on recovery operations
 - Violence Prevention Policies
 - Campus Health and Wellness

Violence Prevention Strategy

- Develop Institutional Violence Prevention Plan
- Empower / Resource Behavioral Assessment Teams
- Maintain and seek opportunities to enhance collaborative mental health reporting process that integrates university police, student affairs, campus mental health professionals and senior leadership.
- Implement violence prevention communication strategy focused on training community members on ways to identify and report concerning behavior(s).

Thank you!

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