

Campus Safety Training

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General Safety

- Campus Emergency Response Center (Dispatch): (541) 346-2919
- Safe Transportation: Safe Ride, DDS: (541) 346-7433
 - Campus Shuttle:
map.uoregon.edu/campus-shuttle
- Blue Light/ePhones
- Campus Lighting Map



Campus Maps: map.uoregon.edu



UO Crime Trends

- Property crime is the most common crime on campus.
- Students and staff are targets for property crimes
 - Laptops, Tablets, Phones
 - Purses, bags, backpacks
 - Bikes
- People move through and around buildings checking doors, watching for unattended high value items (while someone uses the restroom, etc.) looking for opportunities to commit theft.

UO Crime Trends

High property crime areas:

- Bike Racks
- First Floor windows
- Areas with Poor lighting (lighting has the biggest impact on perception of safety at night)
- Undergrowth
- Unmaintained
- Low-traffic
- Off-Campus Seasonal Student Housing/Etc

UO Crime Trends

Patterns:

- What are the patterns in your office? Everything on campus happens on a schedule: annually, monthly, daily. Students tend to follow the same paths, often act in similar ways, etc.
- Are you aware of these patterns, and would you notice when someone breaks the pattern?

Boundaries:

- Do you have boundaries in your area that make it easy to tell when someone is breaking a pattern? Would it be easy to tell when, for instance, someone you didn't recognize was walking through your office trying doors, and walking into offices?

Situational Awareness

- Baseline: Know the Patterns and Boundaries in your work area so you recognize changes and potentially unsafe conditions.
- Normalcy Bias: Be aware of the tendency to "explain away" events that break the norm. Gun Shots vs Car Backfiring, Crowd Behavior, etc
- Permission to Act: Trust your internal voice about safety.

Situational Awareness

- Watch what people do, not how they look.
 - Stereotypes are misleading
 - As staff, you are in the best position to recognize suspicious behavior
- Avoidance is 90% of safety.
 - Secure items whenever possible.
 - Lock office doors
 - Lock file cabinets
 - Identify vulnerabilities in shared office spaces
 - Be aware of surroundings
 - Look for potential weapons or barriers
 - Think about exits

Crossing Boundaries

Examples:

- Someone trying doors in your department, avoiding staff
- Someone removing a bicycle wheel or "shopping" among bikes in a bike rack
- Someone sitting in a waiting area staring at student workers for a long period of time
- Someone approaching students in a harassing manner
- Someone raising their voice or growing agitated with staff
- Other indicators of mental health crisis

Student Code of Conduct is a good starting place for acceptable behavior.

Mental Health Crisis

- Many people with mental health concerns are drawn to campus
- Our population is high risk for mental health
- Be aware of indicators: hygiene, disconnected verbal patterns, obsessive thinking
- UOPD can assist with resources: Cahoots, Health Center, Medical Services/etc. Call 541-346-2919

Security through Customer Service

If you are comfortable, approach someone who breaks patterns or boundaries in an open, non-confrontational manner. Smiling always helps.

Establish voice boundary:

- Ask, "Hi there. You look lost. Can I help you?"
- People in your space to commit crimes don't want to be recognized.
- If they do need help, then you can provide it.

Personal Safety

You:

- Basic Safety Stance
- Establish your bubble
- Think about your clothes/hair/etc
- Reinforce boundaries

Them:

- Potential weapons
- Hand placement
- Mental status
- Reasonable Responses to Reasonable Requests

De-escalation

You:

- Allow them to vent
- Ask clarifying questions
- Repeat back their message: "Let me see if I understand you."
- Offer options
- Find someone who can help

"Creepers"

- Use customer service to set boundaries. "Hi, how can I help you?"
- Impersonal tone
- Focus on your role/job
- Don't answer personal questions.
 - "That's not a question I can answer."
 - "We can't give out personal info"
 - "I need to get back to work."
 - "I'm going to get my supervisor."
- Practice verbiage. You'll forget when you're stressed
- Use physical boundaries like desk, chairs, etc
- "You're making me uncomfortable."
- "That's not an appropriate question"

Leave and Communicate

- Distance is safety.
- Leave and communicate if you feel unsafe. Go to a room with a locking door where you can call.
- Stand up.
- Keep barriers between you and the other person: desk, chair, hands, tools
- Call UOPD Dispatch at 541-346-2919 to report suspicious behavior.

Emergencies

Life-Safety

- Medical Emergency
- Violence
- Fire
- Weapons

Call 911

Workplace Violence

- Domestic Violence
- Adult Bullying
- Obsessive Grievances
- Radical Changes in Behavior
- Red flags that add up
 - Are you comfortable talking with your supervisor or co-workers about personal issues?
 - If not in your department, then Union Steward, Ombuds, HR, or UOPD.
 - UOPD has resources to assist with potential violence: temporary panic system, increased patrols, safety escorts, etc.

RUN. HIDE. FIGHT.

Workplace Violence

- Locate exits in your workspace.
- Find solid-core doors, lockable rooms.
- Improvise items that could be used as weapons: fire extinguishers, coffee cups, backpacks, items to throw, etc.
- Does your cell phone/radio work in the area?

Communicate Concerns:

- Share concerns with co-workers or campus partners.

Campus Resources

- Human Resources
- Union Representative
- Ombuds Office
- Employee Assistance Program: (800) 433-2320
- University Health and Counseling Center
- Safety and Risk Services
- UO Alert System
- Student Life / Housing Staff
- police@uoregon.edu

Campus Resources

Students of concern:

Report a Concern:

dos.uoregon.edu/concern

Dean of Students:

541-346-3216

**University Counseling Center
(after hours):** 541-346-3227

Reports are not reviewed after-hours, on weekends, or during university holidays or breaks. If you consider the situation to be an emergency, call 9-1-1

Report a Concern

Faculty/Staff of concern:

Report a Concern to:

- Human Resources or Academic Affairs

Emergencies: 911

UOPD non-emergencies:

541-346-2919

Safety Planning

- Victim-focused safety planning
- Safety Escorts
- Temporary Phones
- Temporary workplace
- Temporary panic buttons

When calling UOPD Dispatch at 541-346-2919

- “Hi. This is James with Facilities. I'm on the North Side of Gerlinger Hall. There is a person here harassing me. I feel unsafe and would like an officer to assist.”

Location, Name, Unsafe Activity

Life/Safety: Call 911

Calling UOPD Dispatch

- Description of Subject

- Sex, Age, Height, Weight
- Most prominent features

- “He appears to be a white male in his early forties wearing a Blue shirt and black pants. Blue glasses. Shaved head.”

- Direction of Travel / Last known location

- “He is walking down 13th toward Johnson hall. He is stopping students along the way.”

Calling UOPD Dispatch

- If you can keep observation on the subject, or meet the officer to identify the subject, that is helpful.
- Even if the subject is not identified, your report is helpful.
- Many of the same people return to campus.

Contacting UOPD:

- (541) 346-2919
- Blue Light/E-Phones throughout campus
- police@uoregon.edu
- police.uoregon.edu > Contact Us > Anonymous Contact Form

What will officers do?

- Conduct a field interview
 - Identify the subject, check for criminal history.
 - Ask questions about their behavior.
 - Advise them of UO owned or controlled property.
 - May issue a Letter of Trespass.
- Students
 - For Conduct Code violations, may refer to Student Conduct before criminal action is taken.

What will officers do?

- Goal is not to harass or intimidate but to maintain awareness of activities affecting staff and students.

Closing

- You are the expert on your workplace. You know your customers and co-workers best.
- You will be the first to know when something doesn't feel right.
- Communication is the best tool we have for preventing and responding to unsafe situations.
- Don't assume someone else spoke up about a concerning event, statement or upcoming situation.

Contact

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Dispatch: 541-346-2919

Campus Safety Resources

- Enterprise Risk Services

- Safety and Risk Services
- Environmental Health & Safety
- Risk Management
- Emergency Management
- UOPD

- Training:

- Campus Emergency Response
- Fire Safety
- Earthquake
- Office Safety/Security/De-escalation
- Active Threat

Workplace Violence

- Offices are often arranged to facilitate exit for visitors.
- If staff expects ongoing difficult counseling sessions, offices should be arranged to facilitate staff exit.
- If staff anticipates a difficult conversation, counseling should be conducted in rooms with two exits.
- If you have an appointment you are concerned about, you can always have a UOPD officer standing by in a nearby office.
- Call Dispatch at least 30 minutes in advance.

