



BEFORE

1. Contact UOPD at 541-346-2919 to request a safety assessment of your work area and/or de-escalation training for your work group.

DURING

1. If you find yourself dealing with threatening behavior:
 - Stay calm, listen attentively, and maintain eye contact.
 - Be courteous, patient, and respectful, but maintain distance from the threatening person.
 - If safe to do so, alert a coworker that you may need assistance. Or leave the area.
 - If appropriate, call UOPD at 541-346-2919 or call 911 if the situation is life-threatening.
2. If you see or hear a coworker dealing with threatening behavior that is not life-threatening:
 - If safe to do so, stand in a visible location (but at a safe distance) to make your presence known.
 - Remaining at a safe distance, ask both parties if they are okay or need assistance.
 - If safe to do so, intervene, saying you have an unrelated question for your coworker to give them a chance to exit the encounter.
 - If appropriate, call UOPD at 541-346-2919 or call 911 if you believe the behavior could become violent.
3. If the threat is not immediate, document the situation and contact the appropriate office.
 - Submit a 'report-a-concern' form located at dos.uoregon.edu/concern

AFTER

1. Follow the instructions given by emergency personnel or other university staff members.
2. Continue documenting the situation and advise your immediate supervisor.



Call UOPD to schedule a safety assessment and/or de-escalation training.



If appropriate, call UOPD at 541-346-2919 or 911.



Alert other coworkers or a supervisor if additional assistance is needed.



