

UIU FACULTY AND STAFF BEHAVIOR INTERVENTION INFORMATION

RESOURCES

[EMERGENCY - 911]

CAMPUS SAFETY AND SECURITY

563-425-5372

RESIDENCE LIFE

On Call 563-419-8885

CITY OF FAYETTE

563-425-3500

COUNSELING SERVICES

563-425-5786

[FOLLOW UP / TRAINING]

STUDENT LIFE

563-425-5215

ACADEMIC SUCCESS | SOS Team

563-425-5264

DISABILITIES SERVICES

563-425-5949

PROVOST

563-425-5347

MILITARY SERVICES

563-425-5507

UIU EMPLOYEE ASSISTANCE

UNUM 800-854-1446 (English)

UNUM 877-858-2147 (Spanish)

UNUM 800-999-3004 (TTY/TDD)

[REFERRAL / RESOURCES]

GREAT RIVERS 211*

RIVERVIEW CENTER (sexual assault)

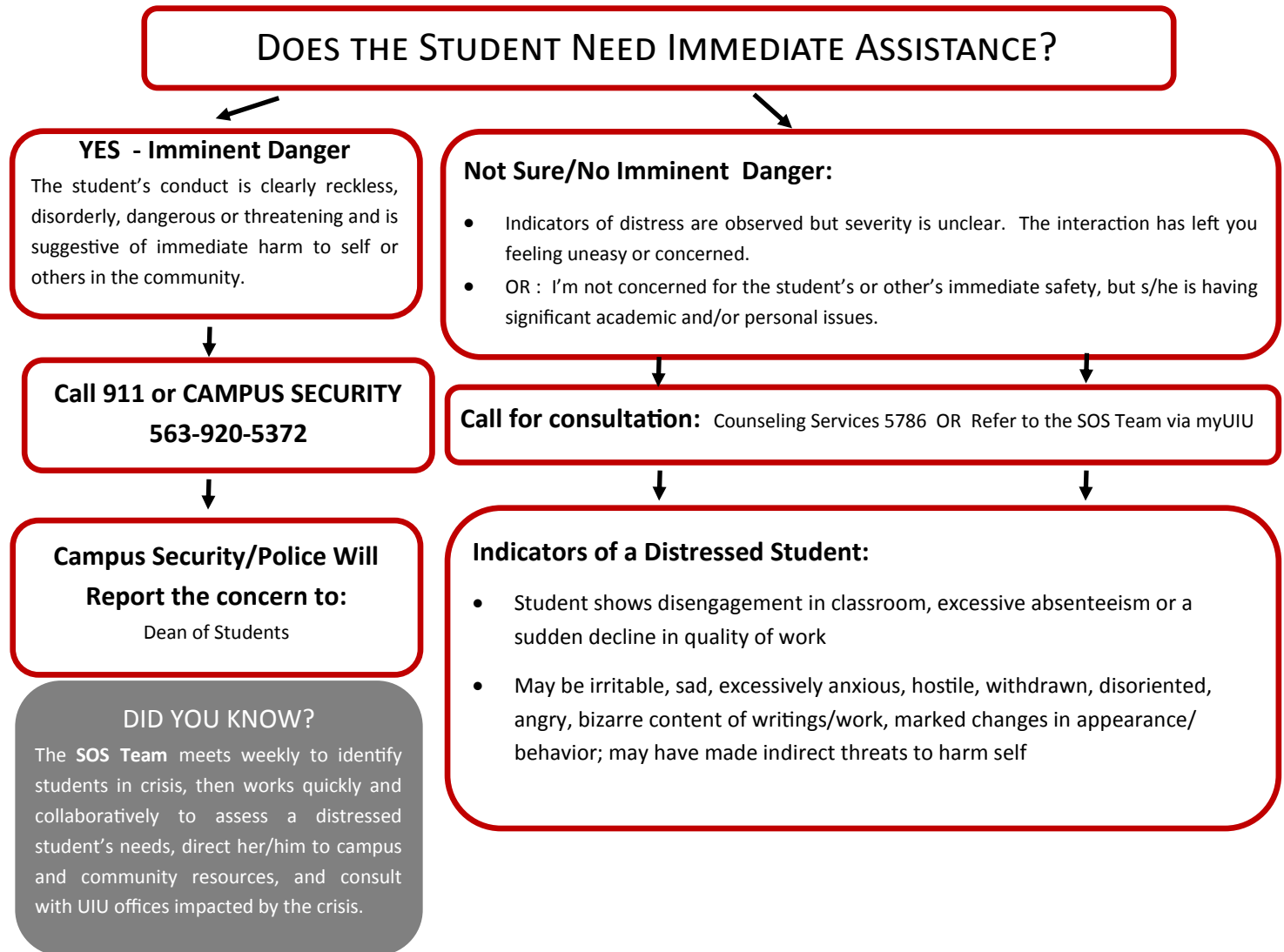
888-557-0310

HELPING SERVICES (domestic abuse)

800-383-2988

SUICIDE PREVENTION

800-273-8255



SEE SOMETHING. SAY SOMETHING. STAND UP.

UIU FACULTY AND STAFF BEHAVIOR INTERVENTION TEAM INFORMATION

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WHAT IS THE BEHAVIOR INTERVENTION TEAM (BIT)?



Behavior Intervention Team:

Upper Iowa University is committed to the safety and security of all students, staff and faculty. In an effort to maintain a safe environment, UIU has developed a team to identify and coordinate services for a broad range of student behaviors; including but not limited to those brought on by mental illness, substance abuse, or other distress which may result in disruptive conduct or behavior putting students, staff or faculty at personal risk. Upper Iowa University's Behavior Intervention Team (BIT) seeks to support and offer services for early detection and support.

Who is on the BIT Team?

- VP for International Education and Student Life 563-425-5832 (office)
- Dean of Students/ Director of Residence Life—563-425-5214 (office)
- Provost—563-425-5284 (office)
- Director of Human Resources 563-425-5337 (office)
- Director of Counseling/Wellness—563-425-5786 (office)

Other Stakeholders include but are not limited to

- Campus Police 563-425-5372
- Gundersen Palmer Lutheran Hospital and Clinics—563-422-3811 (hospital)

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HELPING A DISTRESSED STUDENT

Mental Health First Aid Action Plan

ALGEE

A: Assess for risk of suicide (Recognize)

L: Listen nonjudgmentally (Respond)

G: Give Reassurance and information

E: Encourage Appropriate professional Help (Refer)

E: Encourage self-help and other support strategies (Refer)

Report: Refer to the SOS Team via myUIU or Counseling Services 5786

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DO's and DON'Ts of Communication with a Distressed Student

Assess the risk—Preparing to Reach Out

- Know the available campus resources and the referral process.
- Ensure your safety. Use a calm, non-confrontational approach.
- If safe, meet privately and always allow sufficient time to meet.
- If you decide not to have direct contact with the student, refer the incident to BIT via the form for SOS
- Contact campus security or 911 if a student expresses a direct threat to self or others, or acts in a bizarre, highly irrational and disruptive way or if the situation seems to be escalating.

Listening and Giving reassurance and Information—Connecting with the Student

DO listen through the anger. Use active listening and acknowledge the feelings of the individual.

DO allow the person to vent and tell you what is upsetting to him/her. Use silence to allow the person to talk it out.

DO set limits. Explain clearly and directly what behaviors are acceptable: "I will be willing to speak with you as soon as you lower your voice."

DO be firm, steady, consistent and honest, clearly express your concerns focusing on the behavior in non-disparaging terms.

DO focus on what you can do to help resolve the situation.

DO ask directly if the student wants to hurt him/herself or others.

DO respect the student's privacy without making false promises of confidentiality.

Encourage appropriate professional and Encourage self-help support strategies— Making the Referral

DO recommend services and provide direct referrals. Assist student in contacting resources.

DO frame any decision to seek and accept help as an intelligent choice.

DO make sure the student understands what actions are necessary.

DO encourage and assist student to make and keep an appointment and set a follow-up meeting with the student

DO make personal referrals: walk the student over to SL; give a name of an individual you are referring the student to, when possible call ahead to brief the person.

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THE “DON'Ts” of Communication

DON'T interrupt, particularly during the first 20-30 seconds of peak anger.

DON'T minimize the situation.

DON'T get into an argument or shouting match.

DON'T blame, ridicule or use sarcasm.

DON'T touch.

DON'T ignore warning signs that the person is about to explode.

DON'T ignore your own limitations.

Documentation and Reporting

DO report the behavior to University Police and/or Student Conduct or Human Resources.

DO document all incidents and attempts to resolve the situation.

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