Enterprise Threat Assessment Team Serves as Nexus of Resources for a Safer UAB

In the years following Virginia Tech shootings, the U.S. Departments of Education, Justice, and Health and Human Services, the International Association of Campus Law Enforcement Administrators, and the National Association of Attorneys General, among other entities, reviewed campus security in the U.S. and recommended that colleges and universities assess threats to safety. As part of UAB’s ongoing commitment to enhancing safety on campus, in 2015, the President’s Risk Cabinet and UAB Health System leadership established a joint program for identifying, assessing, and managing behavioral threats posed to employees, students, patients, and visitors. This initiative is supported by UAB’s Behavioral Threat Assessment and Management (BTAM) Team, led by Chair James Erwin, and the BTAM Steering Committee, led by Allen Bolton, Vice President of Financial Affairs and Administration, and Patricia Pritchett, Vice President for Ambulatory Services.

**BTAM Team vision and mission**

The vision of the UAB and UAB Medicine BTAM Team is a safe, secure, and healthy UAB campus environment for students, faculty, staff, patients, volunteers, and visitors. Team Chair Erwin says, “At its core, BTAM is a communication tool. Situations may involve both the medical district and our campus environment, and we want to make sure that we’re communicating threats across the UAB enterprise.”

Team members undergo intensive and ongoing training in preparation for their work and serve a critical function in promoting safety for UAB community members. Though the team includes individuals from diverse units chosen because of the roles they occupy at UAB, it operates cohesively for the betterment of the entire UAB Enterprise. “Having representatives from across UAB on the BTAM Team serves two purposes,” Erwin explains. “It helps us communicate more efficiently across the UAB enterprise, and it allows us to tap into a wealth of resources, knowledge, and experience in order to assess and address risks to the entire UAB community. Threats don’t come in a silo, nor can our response and management of a threat be isolated to the tools that one

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department or unit can employ. We use every resource available to us to develop a threat management plan. In BTAM, it’s us.”

What is a behavioral threat?

A behavioral threat is any indicator of possible harm to self or any other member of the campus community. Behavioral threats fall into two categories: those that require emergency reporting (an imminent threat) and those requiring non-emergency reporting. A member of the UAB community who becomes aware of a behavioral threat should report it to the appropriate UAB personnel or any member of the BTAM Team. Supporting campus safety through identification of behaviors of concern and timely sharing of information with the BTAM Team is the responsibility of every member of the campus community.

Erwin and the BTAM Team base their advice to “see something, say something” on research that has shown that those who carry out attacks indicate their intent to do harm in advance by a change in behavior, or by expressly verbalizing about their plan to harm someone. “It is those indicators that BTAM wants to become aware of in order to assess and manage the threat. For BTAM to be successful, we need members of the UAB community to report concerns, even if something just doesn’t feel right.”

How do I make a report?

Emergency situations should be reported immediately by dialing 911 or by contacting the UAB Police Department at (205) 934-3535. Examples of emergency situations include:

- Possession of a weapon (guns, knives, etc.) on UAB property;
- Possession of a bomb or bomb-making materials on UAB property;
- Physical assault or attempted physical assault (with or without weapons) on UAB property; and
- Explicit threats to inflict physical harm to one’s self or others.

Examples of conduct that may be categorized as non-emergency include the following:

- A radical change in a person’s behavior, academic or workplace performance, appearance, or conduct;
- Aggressive or irrational behavior through words or actions;
- Severe depression, unhappiness, or irregular emotional behavior;

Specific Campus Safety Measures Required by Federal Statute

The UAB Police Department is responsible for protecting the lives and property of people on the UAB campus. Police officers patrol the campus on a 24-hour basis and provide a full range of public safety services, including investigating criminal incidents and traffic accidents, providing first response to emergencies, enforcing laws and University policies, and completing criminal and traffic reports. UAB Police also facilitates compliance with the Jeanne Clery Act, a federal consumer-protection statute passed in 1990.

Institutional requirements of the Jeanne Clery Act*

Campus Crime Data: The Clery Act requires all colleges and universities receiving federal funding to share information about crime on campus and their efforts to improve campus safety. In 2013, the Violence Against Women Reauthorization Act amended the Clery Act to further require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking. This information is made publicly accessible through UAB’s Annual Security and Fire Safety Report, which also outlines policies and procedures, including those related to disseminating timely warnings and emergency notifications, options for survivors of sexual assault, domestic violence, dating violence, stalking, and campus crime reporting processes.

Support for Victims: Under the Clery Act, institutions must provide survivors of sexual assault, domestic violence, dating violence, and stalking with options such as changes to academic, transportation, or living or working situations and assistance in notifying local law enforcement. It also provides certain rights to both parties in the campus disciplinary process.

Campus Security Authorities (CSAs): The Clery Act requires institutions to identify CSAs, who are required to report to UAB Police, using the Campus Security Authority Clery Incident Reporting Form (forward to Lt. Amy Schreiner), crimes reported to them. Examples of roles identified as CSAs include police officers, security officers, individuals with substantial obligations for student activities, faculty advisors, student housing resident advisors, Title IX Coordinator, and the Vice President for Student Services.

*Portions of this article were adapted from the Clery Center for Security on Campus website.
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- Inability to control anger, confrontational or disturbing words or actions;
- Unusual overreaction to normal circumstances;
- Stalking in any form;
- Damage to property;
- Unusual nervousness, tension, or anxiety;
- Expression of suicidal thoughts, feelings, or acts;
- Any other action, word, or behavior that one may reasonably believe could lead to violence (including domestic violence); or
- Threatening statements, displays, photos, or other publications in electronic format or communication.

The protocol for reporting non-emergency threat concerns is as follows:

- For matters involving students, contact the Division of Student Affairs: (205) 975-9509.
- For matters involving employees or volunteers, contact your Human Resources (HR) representative. If your HR representative is unknown, you may contact:
  - UAB HR: (205) 934-4458;
  - HSF/UAB Health System HR: (205) 731-9626; or
  - Callahan Eye Hospital HR: (205) 325-8609.
- For matters involving patients, contact the Administrator On Call at (205) 934-3411.
- For matters involving visitors, contact UAB Police at (205) 934-3535.

If you’re not sure to whom you should report a non-emergent concern, you may submit your report through this online form.

What happens next?

Reports are referred immediately to the BTAM Triage Team for assessment and analysis. With the authority to obtain and review pertinent UAB information, the Triage Team provides results of their review to the BTAM Team or refers the matter to other UAB officials for further monitoring and/or action. Each report is rated by Level of Concern, and specific responses are recommended. While the BTAM team meets every two weeks, the Triage team assembles on an as-needed basis depending on the nature of the report. If you make a report, you may be called upon to interact with the BTAM process, and collaborate with team members.

Cases involving students are sometimes referred to UAB’s CARE (Communicate, Assess, Refer, Educate) Team, which focuses on prevention and early intervention in situations involving students experiencing extreme distress or engaging in harmful or disruptive behaviors.

For more information on UAB’s BTAM initiative, please visit http://www.uab.edu/threatassessment/. For more information on reporting acts of violence or behaviors of concern, please refer to UAB’s Violence Prevention and Response Policy.

See something? Say something.

UAB’s Violence Prevention and Response Policy supports UAB’s commitment to a culture of trust, integrity, and accountability by maintaining an environment of open dialogue. UAB employees, students, and volunteers do the institution a service by raising constructive questions or concerns about wrongful conduct on campus and by collaborating with leadership to address them.

Did you know that

- UAB prohibits retaliation against those who report wrongful conduct in good faith?
- A Secret Service study found that in 75% of cases of school violence, the perpetrator told someone before inflicting harm?
- University employees are required by Alabama law to report known or suspected child abuse? (See Child Protection on UAB Campus, p. 5)

Remaining silent about wrongful conduct takes away an opportunity for the University to respond to an issue, and ultimately, to improve.

Avenues for reporting include

- 911 or UAB Police (934-3535) for imminent threat or danger,
- BTAM Team for non-emergency behaviors of concern (See article, p. 1),
- Department/unit leadership, supervisors, or managers,
- University Compliance Office (996-6540)
- HR Employee Relations (934-4458), or
- UAB Ethics Hotline (1-866-362-9476, 24 hrs./day, 7 days/week)

Reporting wrongful conduct in good faith, and the prohibition against retaliation for doing so, are also supported by UAB’s Duty to Report and Non-Retaliation and Title IX Sexual Violence and Sexual Misconduct policies.

You can make a difference.
In conjunction with the implementation of the revised Effort Reporting Policy and Procedures effective October 1, 2016, a new effort reporting training module will be available in the UAB Learning System (LMS) system beginning the week of January 9, 2017. This course is required of all employees who must certify effort on sponsored project(s) (“UAB Project Employees”, excluding non-exempt employees) and Departmental Effort Officers (DEOs). Additionally, schools may elect to assign this training to other employees that may benefit from the course information as well. The expectation is that this course should be completed prior to certifying effort or distributing effort reports. For those required to complete this training, the course will be automatically assigned in the LMS system beginning the week of January 9, 2017. Be on the lookout for an email from hs-alerts@healthstream.com with the subject line, "New Assignment in the UAB Learning System".

### Code of Conduct Corner

In each issue of Compliance 411, we feature one of the eight UAB Enterprise Code of Conduct Standards of Conduct.

**Standard of Conduct No. 7: Provide a Safe Environment.**

UAB community members have a shared responsibility to ensure a safe, secure, and healthy environment for all UAB students, patients, faculty, staff, volunteers, and visitors. UAB community members are expected to:

- Promote personal safety and follow safe workplace practices, including participating in applicable education sessions, using appropriate personal safety equipment, and reporting accidents, injuries, and unsafe situations;
- Maintain security, including securing UAB assets;
- Report suspicious activities; and
- Protect the environment, including carefully handling hazardous waste and other potentially harmful agents, materials, or conditions.
UAB Emergency Management Update

UAB’s primary concern during any emergency or severe weather situation is the safety of its students, faculty, staff, patients, and visitors. UAB Emergency Management offers these steps to help protect yourself:

B-Alert

B-Alert is the University’s official emergency notification system. Individuals with a Blazer ID automatically receive emails and may register their cell phone numbers to receive voice calls and SMS text messages with urgent updates about emergency campus safety issues and closures. It’s important to keep your information up to date in order to receive official University notifications. To register or update your information, please visit UAB Emergency Management’s B-Alert webpage.

Severe weather and personal preparedness

Developing good safety habits and collecting a few items can help assure that you and those you care about can manage minor and more extreme situations. Whether unexpected moments occur at home, in the car, at work, or on campus, UAB community members are encouraged to familiarize themselves with some basic things that they can do to prepare by visiting UAB Emergency Management’s Personal Preparedness webpage.

Pedestrian safety

Pedestrian safety is important at all times, especially when weather conditions make driving more difficult. The University Safety Committee has formed a subcommittee around pedestrian safety to examine ways to enhance the pedestrian experience on UAB’s urban campus. Pedestrians will begin to see improvements to crosswalks, bike lanes, and lighting, as well as increased sidewalk signage and construction site directions. Meanwhile, pedestrians should always be situationally aware and focus on their path without the distractions of personal devices.

Parking and transportation

UAB community members can visit the UAB TransLoc website or download the mobile app for up-to-the-moment information on Blazer Express routes that may be affected by inclement weather or construction. Parking lot information can be found at www.uab.edu/parking. Emails are also sent to affected employees and students, but TransLoc is the best place for immediate updates. And don’t forget – the Blazer Express Safety Escort provides late-night, on-demand van service for UAB students and employees 9:00pm-5:30am every day. Call (205) 934-8772 to request a ride.

Rave Guardian is one of the best ways to protect yourself & your friends by building your own private safety network. This free app provides instant communication with friends, family, co-workers, UAB Police, and 911 in case of emergency. For more info, click this app logo.

Child Protection on UAB Campus

UAB is committed to maintaining a safe educational environment for students of all ages, including minors that visit campus or are engaged in UAB-sponsored programs. UAB’s Child Protection Program is designed to promote a culture of safety while providing flexibility for the success of UAB’s diverse community outreach activities.

Most importantly, UAB policy and state law require you to take action if you know or suspect that a child has been abused on campus or when involved with a UAB program. Call UAB Police at (205)934-3535 immediately.

For employees or departments that wish to plan an activity involving minors additional resources are available to ensure the activity meets institutional standards and adults interacting with children are properly trained on reporting requirements.

Questions? Contact Steve Murray in Business & Auxiliary Services at (205) 996-4971.

For information on hosting minors in labs, please see UAB’s policy on Minors in Laboratories & Animal Facilities.
Traveling Outside the U.S.? Make UAB’s Travel Registration First Priority

UAB’s missions of education, research, and service have a global impact. With UAB community members traveling abroad every day, it is important to follow international travel procedures. These steps not only support internal administrative objectives, but also serve to support travelers in case of emergencies while overseas.

All University faculty, staff, and students traveling internationally on UAB-related business, to fulfill institutional responsibilities, or for UAB Education Abroad activities, are required to submit the online UAB-Related International Travel Registration Form. The UAB-Related International Travel Registration process is the primary vehicle through which the University:

- Reviews UAB business purpose of international travel,
- Acknowledges support of University employee international travel (but not specific expenditure reimbursement),
- Logs international travel for travel accident insurance coverage purposes, and
- Processes and approves student international travel activities.

The itinerary and contact information you provide on the form also helps UAB officials communicate and make arrangements with you, local authorities, the U.S. Embassy, or program providers that may be able to assist you in case of emergency, political or civil unrest, or natural disasters. In rare cases, this could include evacuation assistance.

Penny Whiteside, Director of Sponsored International Programs, and a member of the UAB team who assists UAB employees traveling abroad on UAB-related business, urges UAB travelers to be thorough in completing the online International Travel Registration Form. “In case of emergency, it helps for UAB to have as much information about the trip as possible to allow us to follow up in a timely manner with the UAB traveler. Examples of such information are: each city to be visited listed separately on the itinerary; an internationally-enabled mobile phone number; and contact information for a significant other, other relatives, or UAB colleague or staff who would be informed about the travel. If known, contact information for individuals in the countries to be visited and the name, address, and phone number of places of lodging are also useful. In emergencies, some modes of communication on which we normally rely may be very limited. Having multiple ways to communicate is important.”

All UAB travelers have a personal responsibility to exercise sound judgment and take appropriate safety precautions. Travelers are highly encouraged to register with the U.S. Department of State’s Smart Traveler Enrollment Program, which can provide up-to-the-minute information regarding travel warnings and situations on the ground in international locations. For more information, please see International Travel Guidelines for UAB, UABHS, HSF, CEFH, and OSF Employees and the UAB-Related International Travel Policy.

Campus Safety Measures

In addition, CSAs to whom Clery crimes are reported must provide victims with a Notice of Complainant Rights. CSAs are not responsible for investigating crimes reported to them. CSAs are assigned annual and refresher training via UAB Learning System.

For assistance with Clery Act compliance, please contact Lt. Amy Schreiner, or review resources related to Clery Act crimes and safety services on the UAB Police website.

Congratulations to Compliance Challenge Winners!

Congratulations to October 2016 Compliance Challenge winners Marjorie Webb, 1917 Clinic, and Andrew Robinson, PhD, Forensic Toxicology. By participating in the Compliance Challenge, they were entered into a drawing and each won a $100.00 Momab gift certificate. To participate in this month’s Compliance Challenge and enter a drawing for one of two $10.00 Panera gift certificates, see page 4 of this issue of Compliance 411.