



McNEESE STATE UNIVERSITY

POLICE DEPARTMENT

"EXCELLENCE WITH A PERSONAL TOUCH"

www.mcneese.edu/police

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FLASHPOINT ON CAMPUS

STUDENT EDITION



Silent Witness Program Training

Presented by
Center for Personal
Protection & Safety

Recognizing and Preventing Campus Violence



Overview

- Mindset of Awareness
 - Campus Violence
 - Definition
 - Formula
 - Myths
 - Spectrum of Violence
 - Behaviors of Concern
- Commitment to Action
 - Flash Point
 - Action Point
 - Common Roadblocks to Reporting
 - Available Reporting Options

Campus Violence

What is it?

Campus Violence is defined as any action or behavior that may threaten the safety of a member of the campus community, impact his or her physical and/or psychological well-being, or cause damage to campus property.

Campus Violence

What is it?

Campus violence includes, but is not limited to:

- Bullying
- Intimidation
- Harassment
- Vandalism
- Theft
- Stalking
- Campus Dating Violence
- Physical Assault
- Sexual Assault
- Property Damage
- Murder/Suicide

Campus Violence Prevention Formula

Awareness + Action = Prevention

- You can do something about many situations
- Action has to be appropriate
- Without awareness and willingness to act, you truly become vulnerable

Myths

Esquire

Portrait of the School Shooter as a Young Man

We were told that Steven Kazmierczak, who killed five students and then himself at Northern Illinois University in February, was a sweet, unassuming, **overachieving grad student who inexplicably snapped**. He was not.

By: David Yann



the shotgun.

By the end there is no night or day. No sleep. Just time, waiting.

He sits on the end of his bed in a broken-down Travelodge. Smokes a Newport. Stale smell of old cigarettes, of all the lives that have passed through this room. Across his lap, a Remington 12-gauge shotgun, the barrel sawed off. His hands on it, one on the stock, one on the barrel. He can't sit still, though. Always fidgeting.

Waiting. He's been in this room for almost three days, calling people, e-mailing, saying goodbye. The room is cluttered with soap, moisturizer, deodorant. Cotton balls. Empty cans of Red Bull.

Beside him, laid out carefully, a Glock 9mm, Sig Sauer .380, Hi-Point .380. He picks up the Glock, checks the clip. Makes sure it's full. Checks it again. Checks it again. Threes have always spoken to him, shown him what to do. Three pistols. Three shells in

- “Out of the blue...”
- “Just snapped...”
- “If left alone, events will resolve themselves...”
- “You can’t do anything to stop it...”
- It couldn’t happen here...”

Flash Point

- The point on the Spectrum of Violence where actual violence occurs
 - Exact location can vary from one situation and individual to another
- Different actions can trigger or cause a Flash Point
 - Financial problem
 - Divorce
 - Death in the family
 - Failing grade
 - Problems with a relationship



Campus Violence



- May not be a linear progression
 - To the right are acts of overt violence causing physical injury and/or death
 - Moving to the left are threatening behaviors (bullying, stalking, harassment, intimidation)
 - Region to the far left are where most of us spend our lives

Campus Violence



- Focus of this training program will be on Behaviors of Concern, which are the potential signposts that may indicate when a low-threat behavior may be part of a pattern that is building toward violence

Behaviors of Concern

- There are behaviors that suggest the potential for future violence
 - If there's a behavior that makes you uncomfortable, it's best to listen to what may be an intuitive warning
 - If you see something or sense something, **say** something
 - May be an innocent explanation for behavior
 - If left unaddressed, could escalate and contribute to a toxic campus community



Behaviors of Concern

- The following may be signs of potential problems
 - Threats, frequent aggressive outbursts, excessive displays of temper, and/or bullying
 - History of threats/violent acts
 - Ominous fascination with weapons and/or references to weapons, violent media content, or violent events



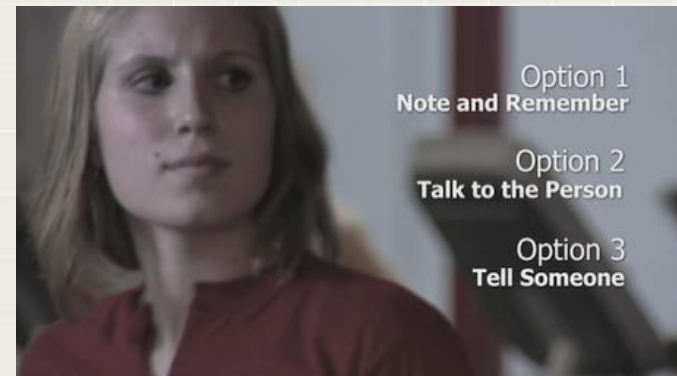
Behaviors of Concern

- Verbal abuse or harassment through phone calls or emails
- Bizarre comments or behavior, including violent content
- Holding grudges, inability to handle criticism, making excuses, and blaming others
- Chronic, hypersensitive complaints about persecution
- Making jokes or offensive comments about violent acts



Behaviors of Concern

- When recognizing a Behavior of Concern, you have three options:
 - Note it and remember it
 - Talk to the individual
 - Report your concern to appropriate person or department



Behaviors of Concern

- Do not focus on “snapshots”
- No one behavior suggests a greater level of threat; significant changes in patterns of behavior are far more telling
- Individual is sending out a personal “SOS” distress signal
- Learn to recognize the signals that could point in the direction of violence and then learn to respond to them



Action Point

- Recognition that violence may be an outcome; respond with an appropriate action
- Important to exercise caution when setting an early Action Point
 - Important not to delay reporting a threat
 - Better chance of containing a potentially violent event
 - Minimize harmful consequences and prevent a recurrence
 - Stress tolerance and coping skills are highly subjective



Reporting Options

- For lower level behaviors, might feel comfortable giving person a chance to talk or vent
- Report behavior to person in authority
 - Suggestion Box, Emails, Texting
 - Campus Security
 - Student Life/Counseling
 - Psychological Services
 - Resident Advisor or Teaching Assistant



Behaviors of Concern

- Minor non-violent conflicts that went unresolved built up until they were no longer manageable
 - Intervening early in a conflict may result in a resolution before the problem gets out of control
- When people go into a crisis state, it affects the way they think, feel, and behave
- Frequency, duration, and intensity are critical criteria when evaluating Behaviors of Concern



Behaviors of Concern

- Sadness -



- Some Behaviors of Concern, such as sadness, might not look like they could lead to a Flash Point
- What begins as sadness may evolve into a serious depression and the potential for suicide
 - Suicide is aggression turned inward; wherein homicide is aggression turned outward

Behaviors of Concern

- Stalking -

- Pattern of harassing behaviors intended to frighten, intimidate, terrorize, or injure another person
 - Primary motives for stalking include power, control, and possession
 - Offenders refuse to accept the end of the former relationship (real or perceived)
 - When the victim spurns their unwelcome advances, the stalker often turns to intimidation



Triggering Event

- Failing grade
- Relationship that has gone badly
- Financial problem, divorce, death in the family
- “Injustice collectors”
 - Will not forget or forgive those wrongs or the people he believes are responsible



Never Acceptable Behaviors

- Behaviors that are destructive to the campus community and must be reported:
 - Aggressively angry behavior
 - Harassment
 - Intimidation
 - Bullying
 - Threats



Never Acceptable Behaviors

- Property Destruction
 - Intentional damage to or destruction of property owned or used by the University or its students, employees, vendors or visitors
- Dating Violence
 - Use of abusive or violent behavior, including threats and intimidation, between people who have an ongoing or prior intimate or familial relationship
- Physical Assault
 - Unwanted or hostile physical contact such as hitting, pushing, kicking, shoving, throwing of objects or fighting
- Sexual Violence
 - Rape
 - Sexual Assault



Common Roadblocks



- Lack of awareness
 - Not trained to recognize Behaviors of Concern
- Psychological barriers
 - Busybody or snitch
- Fear of retaliation
- Hectic pace of modern society

Summary

- Work from a mindset of awareness
 - Don't ignore Behaviors of Concern
 - Will not go away and can escalate
 - Learn how to recognize and diffuse potentially violent situations
 - Alert campus authorities to concerns
 - Report all incidents

