

HEALTH **AND** WELLNESS SUMMIT



University of Colorado

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Warning Signs for Violence & Strategies for Bystander Reporting

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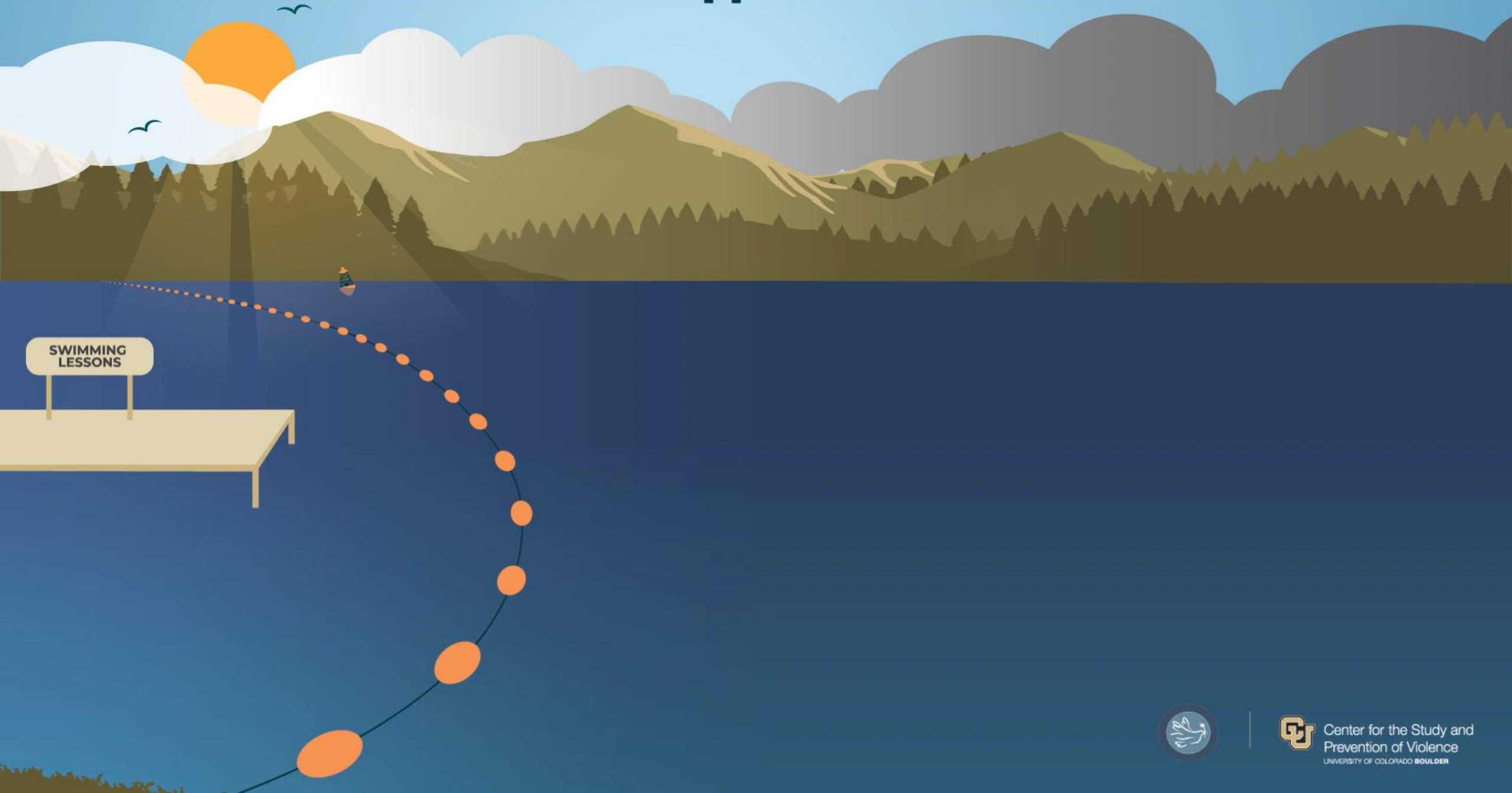
**This project was made possible by funding from
the U.S. Department of Homeland Security's
Center for Prevention Programs and
Partnerships, Opportunity #DHS-21-TTP-132-00-
01 and the Colorado Department of Public
Safety's Prevention of Identity-Based Violence
Program.**

Objectives

1. describe the public health approach to violence prevention
2. raise awareness about the warning signs for violence
3. discuss the importance of, obstacles to, and strategies for bystander reporting and response



A Public Health Approach to Prevention



Center for the Study and
Prevention of Violence
UNIVERSITY OF COLORADO BOULDER

PUBLIC AWARENESS



CU Boulder's

VIOLENCE PREVENTION PROJECT:

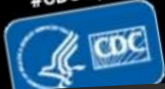
seeks to prevent targeted violence and terrorism through a public awareness campaign that includes training and education





TIPS FROM FORMER SMOKERS

#CDCTips



VACCINES UNDERGO MANY TESTS

to ensure they are safe and effective,

involving **thousands**
of healthy participants



lasting for many years

followed by **constant**
monitoring by scientists



FIND A SOBER RIDE OR ONE WILL FIND YOU.

DRIVE SOBER. NO REGRETS. **TxDOT**

#EndTheStreakTX



Primary Prevention Efforts

within public health
seek to limit exposure or increase immunity
before concerns arise

e.g., tobacco use, healthy eating,
vaccinations, bystander awareness



THE WARNING SIGNS



Safe School Initiative

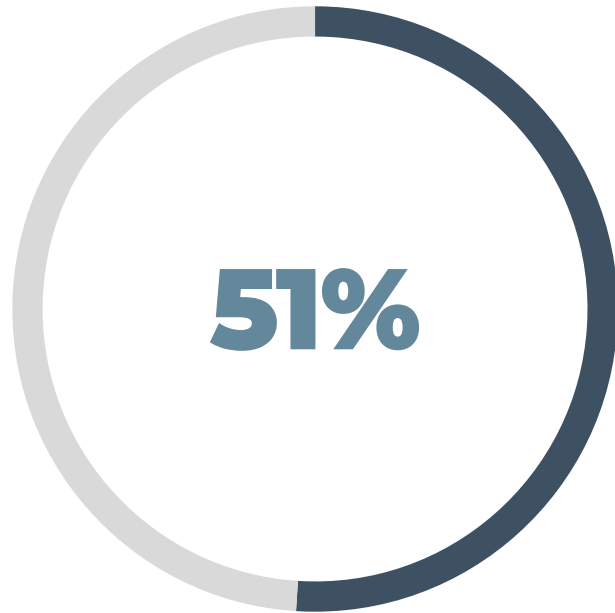
U.S. Secret Service
& Department of
Education

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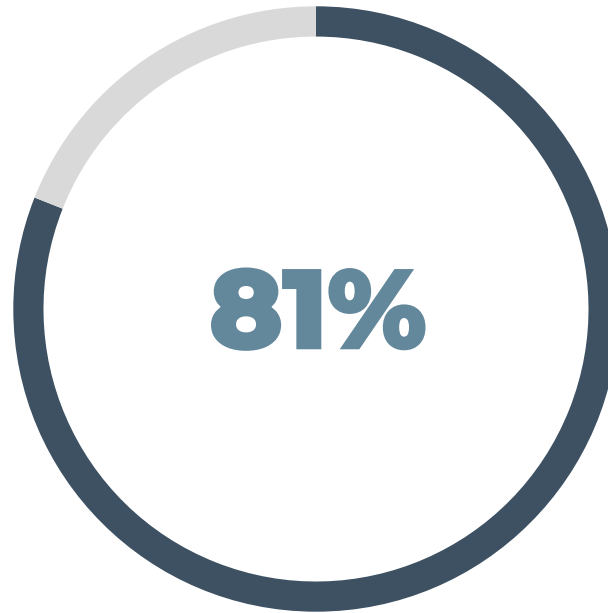
*study of  
37 school attacks  
1974 to 2000*



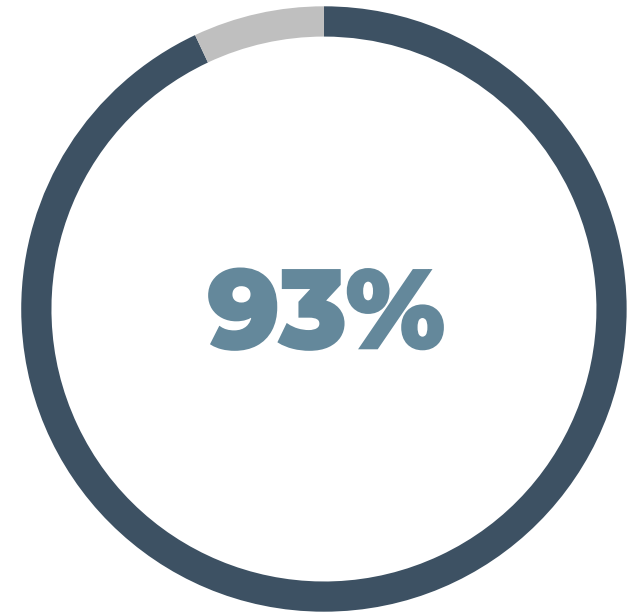
# SAFE SCHOOL INITIATIVE



Engaged in  
observable  
planning behavior



Communicated  
their plan to  
attack



Exhibited  
behavior that  
concerned others

Post-attack investigations reveal  
**missed opportunities**  
to intervene.

# MARJORY STONEMAN DOUGLAS HIGH SCHOOL ATTACK

100+

MISSED OPPORTUNITIES

# Findings | *Marjory Stoneman – Concerning Behaviors*

## **69 incidents where attacker:**

- threatened someone
- engaged in violence
- talked about guns or other weapons

## **63 contacts with police:**

- ran away
- acted out toward mother
- posted on Instagram about guns

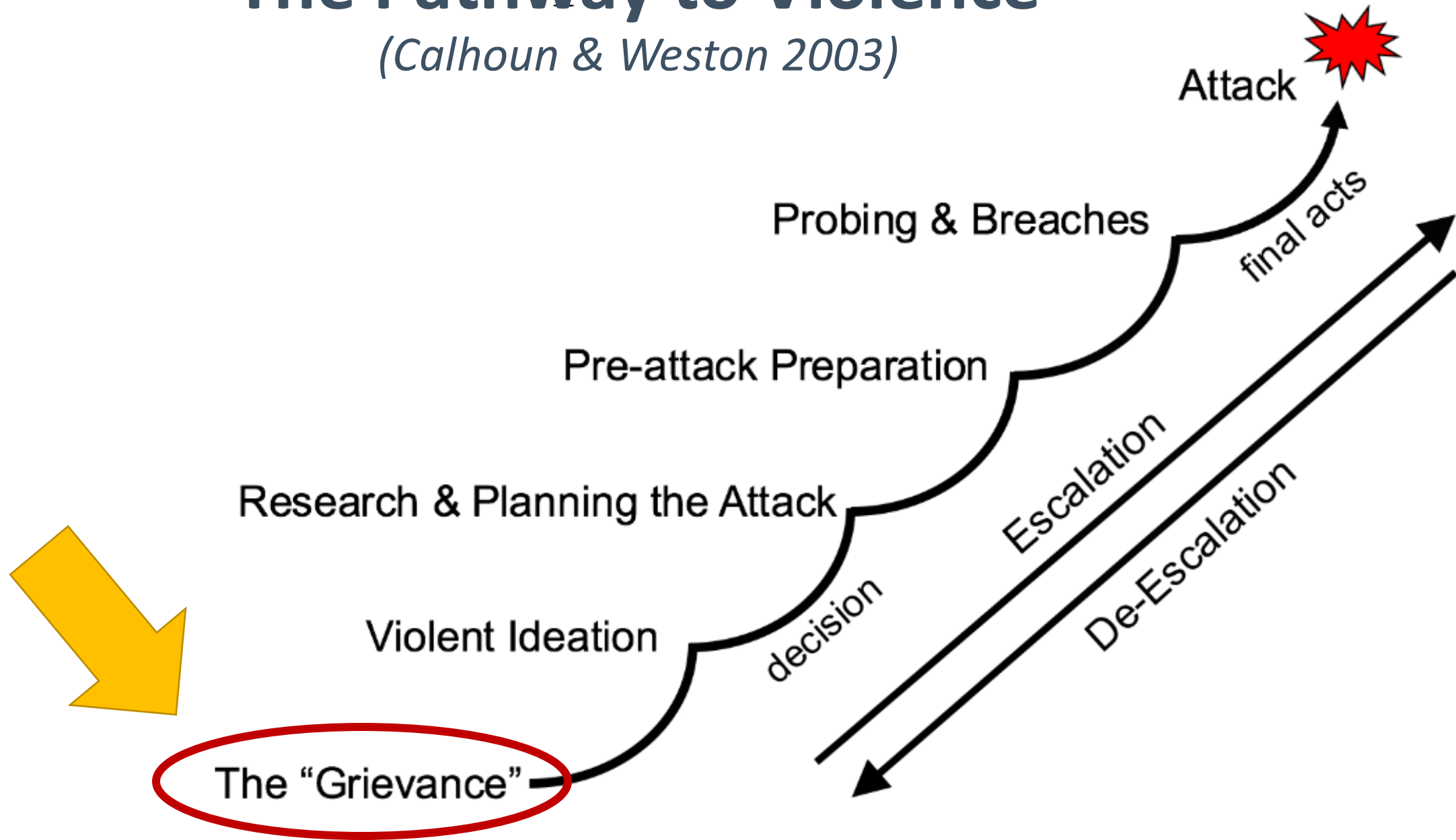
## **55 disciplinary referrals in district's records:**

- 6 people in school reported concerns to Asst Principal
- threat assessment conducted (2016)



# The Pathway to Violence

*(Calhoun & Weston 2003)*



# Findings | *Warning Signs for Violence*

## Concerning Behaviors & Risk Factors

- threats and/or intent to attack\*
- intense or escalating anger\*
- unusual interest in weapons\*
- interest in or history of violence
- unmanaged depression or isolation
- grade or attendance issues; unemployment
- changes in behavior or appearance
- talk of being bullied
- relationship difficulties
- harassment of others
- suicide and/or self-harm



# Safe School Initiative

These  
concerning  
behaviors  
provide  
opportunities  
for intervention.



# INTERACTIVE MOMENT



**Why do you  
think it's  
difficult for  
people to  
“see” the  
warning signs  
for violence?**

# UPSTANDER REPORTING



# Safe School Initiative

Upstanders' tips  
can provide the  
information  
needed to  
prompt an  
investigation.



**Bystander reporting and early intervention is key to preventing violence & saving lives.**

“

Half of the calls to the police in the U.S. regarding domestic violence incidents are made by bystanders.

(Latané & Darley, 1970)

# INTERACTIVE MOMENT



**What are some  
of the reasons  
people don't  
report their  
concerns?**

# Steps to Upstander Reporting

1. notice something is happening
2. interpret the situation as requiring intervention
3. assume personal responsibility for intervening
4. decide on what to do
5. possess the necessary skills and resources to act

(Latane & Darley, 1969)



# The 5 D's Framework for

## *Upstander Interventions*

- **Direct** – confront perpetrator in the moment
- **Distract** – draw attention away from the situation
- **Delegate** – identify others to help address the situation
- **Delay** – check in with the person impacted after the event
- **Document** – take notes on or report the situation for later use

*(Scott, 2021)*



# 5 Avenues for Reporting

## CUPD

responds to safety concerns and provides information about crime victim rights, crime safety tips, and weapons on campus

**911 (emergencies)**

**303-492-6666 (non-emergencies)**

## OIEC

handles reports from students, faculty, and staff about sexual misconduct, intimate partner violence, and other forms of harassment.

**303-492-2127 • [cureport@colorado.edu](mailto:cureport@colorado.edu) •**

**[colorado.edu/oiec](https://colorado.edu/oiec)**

## Safe2Tell

24/7/365 anonymous tip line for students, faculty,

## Students of Concern

Connects students, who are in distress with a case manager

who can discuss support options, next steps, and resources. Reports can be submitted anonymously.

**303-492-7348 • [sscm@colorado.edu](mailto:sscm@colorado.edu)**

## Employees of Concern

Connects faculty and staff, who are in distress with a case manager

who can discuss support options, next steps, and resources.

**303-735-9146 • [intervention@colorado.edu](mailto:intervention@colorado.edu)**

# 3 Avenues for Supporting

## CAPS

connects students seeking mental health support to counselors for confidential consultations, screening appointments, counseling, and other resources.

**303-492-2277 (24/7 support)**

## FSAP

connects faculty and staff to free and confidential counseling, workshops, and seminars for a variety of counseling needs.

**303-492-3020**

**[colorado.edu/fsap](https://colorado.edu/fsap)**

## OVA

provides free and confidential information, support, outreach, advocacy, and short-term trauma-focused counseling to students, faculty, and staff who have experienced a traumatic or life disrupting event.

**303-492-8855 (24/7 support)**

**[assist@colorado.edu](mailto:assist@colorado.edu)**

# Safe2Tell Colorado

- **created in 2004, following Columbine**
  - housed in Colorado AG's Office
  - website, app, 1-800-number, text
- **tips answered by Colorado Information Analysis Center (CIAC)**
- **tip is sent to school or university, who investigates and triages response**
  - Boulder Valley School District
  - Jefferson County School District
  - CUPD
  - etc



See it.



Report it.



Stop it.

**Anonymously Report Concerns 24/7:**

**safe<sup>2</sup>tell  
Colorado**

**1-877-542-7233**

**safe2tellco.org**

**Apple Store & Google Play**



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# THOUGHTS & **QUESTIONS**



Prevention Science Program

UNIVERSITY OF COLORADO **BOULDER**

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**WANT A FREE T-SHIRT?**

CONTACT

**Sarah.Goodrum@colorado.edu**



Prevention Science Program

UNIVERSITY OF COLORADO **BOULDER**

# HEALTH AND WELL-BEING **WELLABLE APP**

## **CU Boulder Faculty and Staff: Connect with a Healthier U** Prioritize your well-being with WorkWell Connect!

- Unlimited, live health coaching
- On-demand fitness
- Meditation and mindfulness classes
- Recipes and meal plans
- Sleep stories
- Individual and team challenges



**Apple**



**Android**

**HEALTH AND WELLNESS**  
SUMMIT

# Take the survey



# HEALTH AND WELLNESS SUMMIT

## Resources

### **CU System:**

CU Advantage - Employee Perks (system wide)

[advantage.cu.edu](http://advantage.cu.edu)

CU Employee Services

[www.cu.edu/employee-services](http://www.cu.edu/employee-services)

### **CU Boulder:**

CU Boulder Health & Wellness Services

[colorado.edu/health](http://colorado.edu/health)

CU Boulder Employee Wellness

[colorado.edu/health/WorkWell](http://colorado.edu/health/WorkWell)

CU Boulder Office of Institutional Equity and Compliance (OIEC)

[colorado.edu/oiec](http://colorado.edu/oiec)

CU Boulder Benefits, Perks, and Resources

[colorado.edu/hr/faculty-and-staff-perks](http://colorado.edu/hr/faculty-and-staff-perks)

### **UCCS:**

UCCS Gallogly Recreation & Wellness Center

[recwellness.uccs.edu](http://recwellness.uccs.edu)

UCCS HealthCircle Clinics

[healthcircle.uccs.edu](http://healthcircle.uccs.edu)

UCCS Lyda Hill Institute for Human Resilience

[resilience.uccs.edu](http://resilience.uccs.edu)

UCCS Office of Institutional Equity

[equity.uccs.edu](http://equity.uccs.edu)

### **CU Denver:**

CU Denver Wellness & Recreation

[ucdenver.edu/wellness](http://ucdenver.edu/wellness)

CU Denver Counseling Center

[ucdenver.edu/counseling-center](http://ucdenver.edu/counseling-center)

CU Denver & Anschutz Office of Equity

[ucdenver.edu/offices/equity](http://ucdenver.edu/offices/equity)

CU Denver HR

[ucdenver.edu/offices/human-resources/current-faculty-staff](http://ucdenver.edu/offices/human-resources/current-faculty-staff)

### **Anschutz:**

Anschutz Health & Wellness Center

[medschool.cuanschutz.edu/health-and-wellness](http://medschool.cuanschutz.edu/health-and-wellness)

Anschutz Student Health & Wellness

[www.cuanschutz.edu/student/health-wellness](http://www.cuanschutz.edu/student/health-wellness)

CU Denver & Anschutz Office of Equity

[ucdenver.edu/offices/equity](http://ucdenver.edu/offices/equity)

Anschutz HR

[cuanschutz.edu/offices/human-resources/current-faculty-and-staff](http://cuanschutz.edu/offices/human-resources/current-faculty-and-staff)

# References & Resources

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