



Overview

University of Missouri – Kansas City has established an Intervention Team to identify and assist in addressing situations where faculty or staff are displaying concerning, disruptive, or threatening behaviors that could potentially impede their own or others ability to function successfully or safely. The team has been formed as a proactive way of addressing the growing need for a centralized, coordinated, caring, and developmental intervention prior to a crisis occurring.

Goals/Purpose

It is the goal of the UMKC Intervention Team to:

- Coordinate the University's assessment and response through a unified structure that offers clear avenues of communication across campus areas
- Improve individual outcomes and employee retention through early identification and intervention
- Enhance the overall safety of the individual and the University community

The Team has been established to:

- Discuss behavior indicating a faculty or staff member poses a risk to self or others such as: situations of violence, threatening behavior, unwanted pursuit or harassment or escalating conflict.
- Coordinate and assess information from other administration, faculty, staff, students and local authorities
- *Assess the situation and recommend appropriate action.*
- Identify resources for troubled employees and make referrals to appropriate campus and off-campus agencies
- Help secure therapeutic actions that are appropriate, such as treatment or counseling
- Periodically assess/review previous cases discussed among team members

Team Members

The Intervention Team consists of University personnel with expertise in law enforcement/threat assessment/tactical applications, University operations, human resources/employee assistance, medical knowledge, social equity and student affairs. A collaborative process to assess threats will be used, and, depending on the situation, additional personnel with areas of specific responsibility may be called upon to the assist the team.

Team members include:

- University Chief of Police
- Provost (or appointed designee)
- Director of Affirmative Action
- Vice Chancellor Human Resources
- Director Counseling Center
- Assistant Dean of Students

Role of Individual Team Members

The team will meet on an emergency basis as well as on a regular quarterly schedule as needed. Meetings will primarily consist of the sharing of reports of behavioral concerns that have come to the attention of the committee.

It is the responsibility of individual Intervention Team Members to:

- Call special meetings if needed, or bring a case to the next scheduled meeting
- Convey information about persons or situations and/or circumstances surrounding the employee or situation at hand
- Offer expert opinion on the generalities of the situation
- Advise on issues related to FMLA, HIPAA, ADA, and FERPA
- Seek as appropriate case-specific legal guidance
- Collaborate with other team members in policy and procedure development

Procedure/Protocol for Further Investigation

Based on the initial discussion of the situation, the team may need to conduct further assessment and if so, may implement the following process:

- Identify the subject(s) of concern
- Collect all available information
- Interview subjects of concern as appropriate
- Review employee's history including: legal issues, a weapons check, police contacts, employment status, academic status, mental health history, family contact and other social networks
- Facilitate meetings with University Administration, Supervisors, Deans, Directors, HR Representatives, faculty or other staff regarding the situation, providing appropriate information, status, strategies and interventions with regard to the identified threat on an as needed basis throughout the process
- Reassess the case as new information is received
- Make recommendations to appropriate administrator who will sign-off and/or communicate any action to be taken
- Periodically assess outcomes of actions taken
- Ensure appropriate information is passed to all parties only on a need-to-know basis
- Maintain information in confidential case file

All information received or related to the activities of the Intervention Team and containing personally identifiable information concerning a University employee will be maintained in the Human Resource Office. This information will be treated as confidential and will not be disclosed by members of the Intervention Team except (1) on an as needed basis to those University employees who need to be apprised of the information as a part of their job duties and responsibilities, (2) as required by law, (3) with written authorization from personally identifiable University employee, or (4) with written authorization from the President, Chancellor, or a designated representative who has determined that the information may be disclosed having considered the overall nature and logic of the request and the laws involved.

Important Note: In cases where a person may pose an immediate risk of violence to their self or others, University Police should be contacted at 911 (for emergent situations) or 816.235.1515.