

Behavioral Intervention Team

- Multidisciplinary, “rapid response team” to evaluate, investigate, and respond to incidents of actual or potential workplace violence that may affect members of the UC ANR community.
- Function of the BIT is to:
Investigate – Assess – Advise
- Modeled after teams on UC Campuses

Behavioral Intervention Team

- Expertise and professional training in managing threats and violence in the workplace or other environments.
- Team members work together to assess reports of intimidating, threatening or violent behaviors and may suggest possible strategies to respond to such behavior.
- BIT may help to coordinate communication, internally and externally, and monitor resolution of situations.
- Work with Systemwide BIT Leadership Council to share best practices and coordinate among campuses

Behavioral Intervention Team

- ANR Team:
 - Brian Oatman (Risk/Safety) – Chair
 - Tina Jordan (HR)
 - Robin Sanchez (Policy)
 - Katina Ancar (Legal)
 - Rob Starkey (Psychologist, UCD ASAP)
 - Phillip Van Saun (UCOP, Risk, Security & Resilience)
- As needed, ANR BIT may coordinate with:
 - UC Police, consulting psychologists
 - ANR County/REC Directors, Statewide Program Directors, etc.

Behavioral Intervention Team

There is no system or process which accurately predicts and prevents violence.

- Can't predict violence, but threat scenarios can be managed
- Identify risk factors
- Notice and respond to behavior you see or know about
- Make connections to identify, evaluate, respond
- Implement actions to mitigate behaviors
- Monitor for changes

Behavioral Intervention Team

- Challenges for ANR
 - Geography
 - Lack some in-house resources (police, psychologist)
 - Partner with campuses, UCOP, or outside consultants as needed
 - Awareness
 - Communication

Resources

- ANR BIT
 - Questions or concerns of potential threats or concerning behavior – contact behavior@ucanr.edu
 - <http://ucanr.edu/sites/BIT> for more information and resources.
- UC Davis ASAP
 - <http://www.hr.ucdavis.edu/ASAP/>
 - Call 530-752-2727 to schedule an appointment