Hostility, verbal aggression, depression, isolation and withdrawal are key signals that should not be ignored. Disregarding early warning signs facilitates escalation. It is better to offend a student by “acting” and apologize than to fail to act in the interest of everyone’s safety. Below are three categories of behavior and actions, which need attention and a response.

**MILD RISK - Warning Signals-(opportunities for preventive strategies)**
- Pronounced and sudden change in attendance patterns:
  Tardiness and increased absences
- Change in behavior:
  Withdrawn, irritable, depressed, angry
- Negative change in attitude:
  Significant change in the way student interacts with staff and/or students
- Minor disruptive behavior
- Sleeping in class, consistently or falling asleep

**What I Could Do:**
- Make time to meet with student one on one.
- Invite student to discuss problems that may be interfering with their academic goals after class or during office hours.
- In a non-threatening and non-punitive fashion comment on your observations and express your concern.
- Inquire as to what circumstances may be causing changes in behavior (document and provide to Behavioral Intervention Team via referral form).
- Consult with colleagues, coordinator, and/or supervisor
- Refer to appropriate student services; consult with colleagues, coordinators and/or supervisor

**MODERATE RISK**
- Negative/hostile attention seeking behavior:
  Behavior interferes with educational goals
- Threats to harm self or others indirectly:
  Jokes, sarcasm, hints, symbolic gestures, drawings, writing assignments
- Withdrawn behavior of increasing concern:
  Vacant stare, crying or deep sadness
- Agitation or intimidating behavior,
  No participation in class discussions and activities with passive/aggressive behaviors and acting out

**What I Could Do:**
- If you feel safe, meet with the student
- Brainstorm with colleagues, coordinator, supervisor/dean—consider asking them to join you with student. Contact BIT for consultation.
- Express your interest in the student's well being.
- In an OBJECTIVE, FIRM, and NON-PUNITIVE fashion, describe the problem behavior.
- Set clear guidelines regarding appropriate behavior.
- Refer student to the Health Services Office for services; accompany him/her if possible
- Complete Behavior Intervention Referral form—send to Behavior Intervention Team via email: ChaffeyBIT@gmail.com

**EXTREME RISK (red flags)**
- Continued demonstrations of odd or disruptive behaviors that you have previously discussed with student
- Aggressive and threatening behavior or gestures
- Openly confrontational with faculty, staff and/or students:
- Escalating plausible threats with either raised voice or detached behavior
- Visible agitation, physical tension
- Direct threats to harm self or others

**What I Could Do:**
- Call Campus Police 652-6911 Dispatch
- Remain calm, do not engage in argument.
- Keep distance between you and student.
- Allow student a way to exit; do not allow yourself to be trapped.
- Reduce noise, talking, questions and/or stimulation.
- Ask the student to leave
- If the student refuses to leave, remove yourself and others from the situation
- Campus police will notify Administration