MEMORANDUM

DATE: October 1, 2013

TO: All Employees

FROM: Susan Gottheil, Vice-Provost (Students)
       Greg Juliano, Director, General Counsel and
       Acting Associate Vice-President (Human Resources)

RE: Disruptive and/or Threatening Behaviour on Campus

The fall academic term is getting underway and we wanted to inform you about resources available to all staff who may be dealing with individuals displaying difficult or disruptive behaviour on campus.

If a situation arises where you feel unsafe or that you consider an emergency, please contact Security Services immediately:

- 555 (from a University telephone)
- #555 on Rogers or MTS cellular
- 911 Emergency

Concerns about Student Behaviour

Concerning behaviour can include any worrisome conduct by a student in class or in written content included in emails or assignments. Students may also exhibit difficult or disruptive behaviour in University environments such as reception areas, at service counters or in public spaces.

If you are concerned about a student’s behavior, contact one of these members of the STATIS team* via a telephone call:

- Jodie Schoenbeck, STATIS Case Manager 204-474-8196
- Rick Jansen, Director, Security Services 204-474-9312

*The STATIS team is a University of Manitoba support team that provides advice and assistance to employees in dealing with issues related to student conduct.
Concerns about Staff Behaviour

Matters of concern about an employee’s disruptive or threatening behaviour can be addressed through contacting your supervisor, a Human Resources representative or the Director of Security Services. If you require help, please contact:

- Greg Juliano, Director, General Counsel and Acting Associate Vice-President (Human Resources) 204-474-9575
- Rick Jansen, Director, Security Services 204-474-9312

* STATIS and Other Resources

STATIS refers to Student Threat Assessment, Triage, Intervention and Support team. By contacting any member of the team, you will be able to consult with and receive advice about a student of concern. The STATIS team can meet with you, discuss the matter and devise an intervention plan to address the concerning behaviour. The goal of STATIS is to help you and to help students whose behaviour is of concern to members of our community.

There are also several on-line resources that provide further information about STATIS and student crisis and emergency resources.

- [http://umanitoba.ca/student/media/STATIS_brochure_final_web.pdf](http://umanitoba.ca/student/media/STATIS_brochure_final_web.pdf)
- [http://umanitoba.ca/student/counselling/students_in_crisis.html](http://umanitoba.ca/student/counselling/students_in_crisis.html)