

RESOURCES FOR CONSULTATION AND REFERRAL (For Faculty & Staff of concern)

	Choice of contact may be based on level of threat			
	Low: Poses minimal risk to victim and public safety Medium: Threat which could be carried out, although may not appear realistic High: Appears to pose imminent and serious danger to safety of others			
I know a faculty or staff member who:	Supervisor	Employee Assistance Program (EAP) 645-4461	Equity, Diversity & Inclusion (EDI) 645-2266	University Police 645-2222
Poses an immediate threat to self or others				•
Carries a weapon				•
Writes or verbalizes a direct threat to another person	•	•	•	•
Discusses planned or fantasized violent acts	•	•		•
Exhibits behaviors of concern that may be disability related	•	•	•	
Discusses use of or access to weapons	•	•		•
Is a victim of sexual assault		•	•	•
Continuously disrupts work and refuses to stop	•	•		
Displays anger or hostility inappropriately	•	•		•
Talks about homicide or suicide	•	•		•
Is a victim of violence, stalking, intimidation or domestic abuse	•	•	•	•
Exhibits behavior that seems bizarre or out of touch with reality	•	•		•
Seems overly emotional, e.g., aggressive, depressed, demanding or suspicious	•	•		
Is the subject of complaints by co-workers regarding behavior	•	•		
Comes to work under the influence of drugs or alcohol	•	•		
Shows signs of alcohol or drug abuse	•	•		
Is having difficulty due to a life event, such as illness or death of a family member or coworker	•	•		
Reports sexual harassment or civil rights discrimination	•	•	•	•
Exhibits racial or religious prejudice or intolerant attitudes toward other groups	•	•	•	•

University Police are available 24 hours/every day, 716-645-2222
 EAP help is available by appointment, 716-645-4461
 To report concerns anonymously, visit www.upolice.buffalo.edu/silentwitness