

SUPPORTING EMPLOYEES IN DISTRESS

RESPONDING TO EMPLOYEES IN DISTRESS

This information guide has been developed to assist our campus in how to respond to those who may pose a threat to self or others. Issues relating to students in distress should be directed to the Student Response Team.



If any Individual appears dangerous or is threatening harm to self or others:

- **Call 911 (if dialing from a campus landline, dial 9-911) or UCM Campus Police (209) 228-2677**



If you encounter a disruptive or distressed employee and safety is not an immediate concern:

- **Contact the Behavioral Intervention Team (BIT)**
bit@ucmerced.edu
Examples include: individuals demonstrating bizarre behavior or communication and/or are disruptive to the work environment



What You Can Do:

If you find yourself worried or alarmed about an employee who is troubled or distressed, the following resources may help:

- **Speak with your supervisor**
- **Contact the Behavioral Intervention Team**
- **Contact Insight Employee Assistance Program (800) 422-5322 (toll-free and confidential)**
- **Call 911 (if dialing from a campus landline, dial 9-911) or UCM Campus Police (209) 228-2677**

CAMPUS RESOURCES



- ✓ **UC Merced Police Department:**
Call 911 (if dialing from a campus landline, dial 9-911) or UCM Campus Police (209) 228-2677
- ✓ **Behavioral Intervention Team (BIT):**
bit@ucmerced.edu
https://ecar.ucmerced.edu/threat_management
- ✓ **Academic Personnel Office (APO):**
(209) 228-4363
academicpersonnel@ucmerced.edu
- ✓ **CARE Office:**
Campus Advocate for sexual violence, domestic violence and stalking (confidential)
Call or text (209) 386-2051
- ✓ **Human Resources:**
(209) 228-8247
- ✓ **Insight Employee Assistance Program:**
(559) 226-7437 or
(800) 422-5322 (toll free and confidential)
<http://insighteap.com/>
- ✓ **Office of Ombuds Services:**
(209) 228-4410 (confidential)
- ✓ **Counseling and Psychological Services (CAPS):**
(209) 228-4266 (confidential)



Behavioral Intervention Team (BIT)
The UC Merced Behavioral Intervention Team (BIT) is comprised of a small group of UC Merced administrators responsible for the University employee threat assessment and management process. If you are a supervisor, manager or other person in authority who receives a report of threat to self or others by a UC Merced employee, you should immediately contact Campus Police. Contact a BIT member or email bit@ucmerced.edu with any questions or non-emergency reports.

This page was adapted with permission from the University of Florida Division of Student Affairs (Helping Students in Distress) and the University of Central Florida (911 Guide).