# Disruptive and Dangerous Behaviours Response Flowchart



JCU has implemented a Behaviour Risk Group (BRG) chaired by the Chief of Staff to provide early intervention, assessment, management advice to relevant decision makers regarding matters relating to inappropriate, concerning, or threatening behaviours by students and staff at its Australian campuses and sites. The following flowchart provides advice on actions and notifications depending on the behaviour demonstrated.

# Behaviours that can reasonably cause fear, offence, or trauma

- Disrespectful or hateful content (e.g., sexist, racist, homophobic, objectifying)
- Harassment or bullying (repeated unwanted contact, unreasonable complaining)
- Property damage (e.g., fire-setting, door slamming)
- Misuse of technology (viewing pornography, victimising others via social media, hacking, fraud)
- Sexual misconduct
- Fixation or possession of weapons or illicit drugs on campus
- Psychotic, delusional, or rambling speech
- Physical violence (including self-injurious behaviours)
- Non-physical violence (threatening to harm self or others, yelling, swearing, issuing demands, exposing others to content that would reasonably cause fear)

JCU Staff experiencing a physical or psychological impact following an incident/ behaviour are encouraged to notify the WHS Injury Prevention and Management Advisor by lodging a notification through RiskWare. These notifications can be marked as confidential.

# **Level of Disruption and Concern**

Significant disruption or highly concerned

## Examples

- Weapons (brought on campus)
- Plans/threatens to cause harm to self or others
- Sexual assault and harassment
- Violence and physical assault
- Injury and trauma
- Significant property damage
- Victim appears to be in immediate danger (eg. being followed, stalked)

# SAFETY FIRST

Remove yourself and others from physical danger Call Security immediately on 1800 675 559 or press your emergency duress button if installed

## NOTE:

If you feel immediately threatened or have an urgent incident you wish to report please contact Emergency Services on 000 or 0000 on internal JCU phones.

Moderate disruption or moderately concerned

### **Examples**

- Harassment or stalking reports
- Statements suggestive of homicidal thoughts without overt plans of attack
- Vague statements or communication hinting at violence to self/others
- Disclosure of domestic violence
- Last resort statement ("you're my only hope"; "I don't know what else to do...")
- Physical aggression/intimidation (eg. door slamming or shouting)
- Threats of reputational damage
- Identity theft or fraud

Inform your manager and contact the following for recommendations or referral to the Behaviour Risk Group:

- Staff behaviour Director Human Resources directorhrm@jcu.edu.au
- Student behaviour Director Student
   Services at directorss@jcu.edu.au

Minor disruption or unsure about level of concern

#### Examples

- Rude and clumsy interactions
- Disrupting classroom teaching or working environment
- Argumentative with no threats
- Discriminatory, disrespectful, or hateful content without threats
- Unreasonable complainant behaviour or suspected false allegations

As much as you are comfortable and the person of concern is willing to engage, highlight which behaviour is unacceptable and needs to stop.

Provide referral to support services (HR or Student Equity & Wellbeing).

If this constitutes consistent behaviour, inform your manager and they can flag your concerns with the **Chief of Staff** chiefofstaff@jcu.edu.au for assistance with an appropriate management plan or referral to support services (as above).

For staff debriefs, advice on managing future incidents, or training in managing problem behaviours, contact the **Director HR** at directorhrm@jcu.edu.au or for individual support the Employee Assistance Program on 1300 360 364