



## Loyola Law School Emergency Operations Plan

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### INDICATORS OF POTENTIAL VIOLENCE BY AN EMPLOYEE

Usually employees don't breakdown at a moment's notice. Signs and indicators usually occur long before the eventual act of violence. Some behaviors to look for are:

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism or vague physical complaints
- Noticeable decrease in attention to appearance and hygiene
- Depression / withdrawal
- Resistance and overreaction to changes in policy and procedures
- Repeated violations of Loyola Law School policies
- Increased severe mood swings
- Noticeable unstable, emotional responses
- Explosive outburst of anger or rage without provocation
- Suicidal comments about "putting things in order"
- "Everybody is against me"
- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes