Helping Individuals at Risk (HIAR) Annual Report
June 1, 2010 – June 30, 2011

1. Introduction and Background

This report highlights the activities of the Helping Individuals at Risk (HIAR) program from the inception of the program, June 1, 2010, to June 30, 2011.

The HIAR Policy was passed by the Board of Governors in March 2010, after a comprehensive two-year consultation process with the University community. The part-time HIAR Case Team Coordinator was hired June 1, 2010, and the HIAR Policy was officially implemented on campus September 24, 2010.

The HIAR program's purpose is to:
- Provide assistance to individuals at risk of harming themselves or others, before a situation escalates
- Facilitate the early identification of At Risk Behavior
- Provide a confidential centralized location for reports of At Risk Behavior to be received.

Consolidating reports allows the HIAR Coordinator to connect situations that would otherwise seem to be isolated incidents, assess the at risk behaviour and offer assistance to the Individual at Risk.

### 2. Highlights/Major Accomplishments for the Reporting Period

- Received ## reports about ## perceived Individuals at Risk (see section 3: Performance Measurement for further detail)
- Established the HIAR Case Team by determining members and delegates from the Office of the Dean of Students, Human Resource Services/Faculty Relations, and University of Alberta Protective Services
- Facilitated ## presentations on HIAR and attended ## information booths
- Participated in New Staff Orientation, Chair's School, Student Conduct Forum, Lunch and Learn, Student Advisors' Conference, Lister Resource Fairs, and met with Faculty Deans (## out of ##)
- Created a networking group with similar positions at Concordia, Grant McEwan and NAIT

3. Performance Measurement
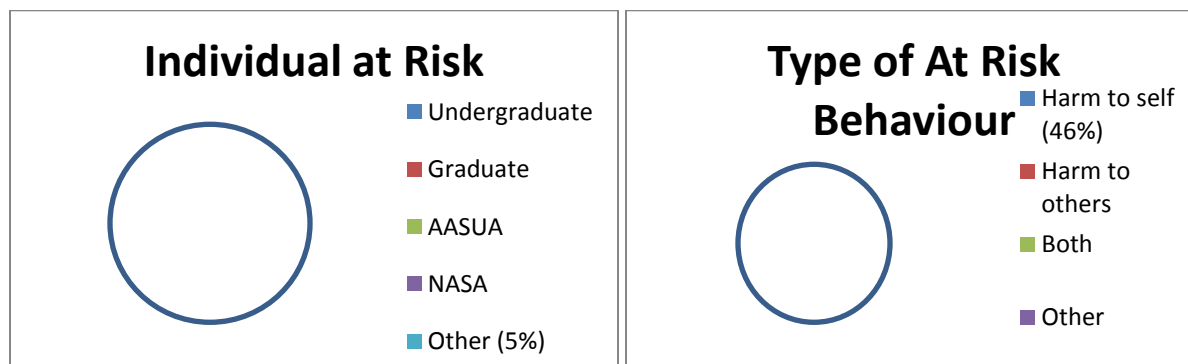
Individuals at Risk

The HIAR Case Team Coordinator received ## reports about ## perceived Individuals at Risk. The majority of perceived Individuals at Risk were male (##%), and ##% were female. The number of reports varied from ## to ## reports for each perceived Individual at Risk. ##% of the

Individuals at Risk had a single report made about him or her, while ##% had two or more reports made about him or her.

# of Reports/Individual at Risk
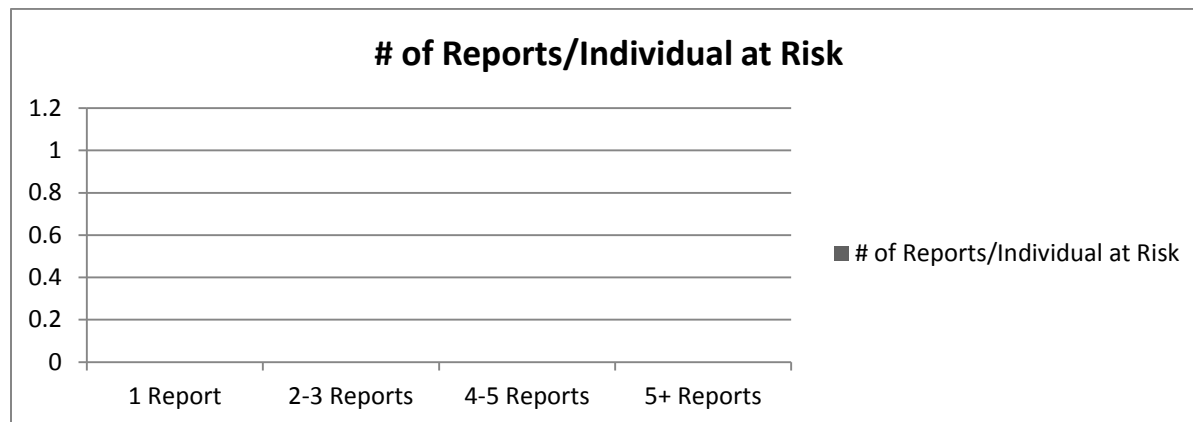
##% of the reports were about individuals currently at risk of harm to self or others, and ##% of reports were about individuals who had been at risk prior to the start of the HIAR program. These historical reports were provided to the HIAR program as there were concerns the individual could become at risk again in the future.

The perceived Individuals at Risk represented ## different faculties or areas of campus. The majority of perceived Individuals at Risk (##%) were undergraduate students, ##% were graduate students, ##% were members of the Non-Academic Staff Association and ##% were members of the Association of Academic Staff. Most were perceived to be at risk of harm to self (##%), followed by risk of harm to others (##%), and risk of harm to both self and others (##%). ##% fit into a category of "other" which included reports about behavioural concerns, possible harm to the community and bullying.

Individual at Risk
- Undergraduate
- Graduate
- AASUA
- NASA
- Other (5%)

Type of At Risk Behaviour
- Harm to self (46%)
- Harm to others
- Both
- Other

Reporters of At Risk Behaviour
Individuals reporting At Risk Behaviour represented ## faculties or areas of campus, with the most reports coming from UNIT (##%), UNIT (##%), the UNIT (##%) and UNIT (##%).

The busiest months for receiving reports of At Risk Behaviour were MONTH and MONTH YEAR (## reports or ##%, and ## reports or ##% respectively), followed by MONTH YEAR (## reports or ##%) and MONTH YEAR (## reports or ##%).

Services Provided

For each report of At Risk behaviour made to the HIAR Coordinator, the information is recorded and a file is started on the perceived Individual at Risk. The HIAR Coordinator then collects as much information as possible by following up with any other individuals mentioned in the initial report (other than the perceived Individual at Risk), contacts Protective Services to see if they have any relevant reports on the perceived Individual at Risk, checks the perceived Individual at Risk's social networking sites and if the perceived Individual at Risk is a student, prints a transcript. These steps allow the HIAR Coordinator to assess risk, determine which services to provide, and decide the best resources to provide the perceived Individual at Risk.

An Individual at Risk file could have one or more services provided, depending on the nature of the file. A referral is not provided to each perceived Individual at Risk because in many cases the perceived Individual at Risk has already been connected to supports or resources.

The service most often provided (##%) was for the HIAR Coordinator to take the information about a perceived Individual at Risk and check for other reports on that individual. Usually these perceived Individuals at Risk were of lower concern and the reporter wanted to make sure there were no other concerns and/or to ensure a file could be started in case the individual exhibited At Risk Behaviour again in the future.

Another common service (##%) was to provide a referral to an on- or off-campus service for the perceived Individual at Risk. The most common on-campus referrals were to UNIT, UNIT, and UNIT. The most common off-campus referrals were to SERVICE, SERVICE, and SERVICE.

The third most common service provided was to coach reporters on how to approach or handle perceived Individuals at Risk. This included a wide range of support including helping draft emails to the perceived Individual at Risk, guidelines for discussions with the perceived Individual at Risk regarding their At Risk Behaviour and assisting with suicide risk assessment.

Education and Awareness

The HIAR Coordinator facilitated ## presentations and attended ## information booths on campus. The presentations consisted of information on the HIAR policy, the purpose of the HIAR program, definitions, examples of At Risk Behaviour, how to report, what happens after a report, take away messages and a question and answer period. In general, audiences seemed to be pleased the policy existed and were open to the idea of reporting At Risk Behaviour.

The HIAR Coordinator targeted UNIT, UNIT, and UNIT events as key areas to begin awareness of the HIAR policy and program. ##% of audience members attending presentations and information booths were staff, and ##% were students.

4. Priority Actions/Next Steps

Increase Awareness about HIAR
- Develop a communication plan
- Finish meeting with Deans of Faculties
- Place HIAR banners in buildings across campus
- Update HIAR web site to be more user friendly and be a source of information to the University community

Establish Written Protocols For:
- Assessing risk
- Interface between HIAR and Protocol 91 Investigations
- Information sharing

Enhance HIAR Intake Process
- Utilize the first year of experience to update the HIAR intake form for initial reports on an Individual at Risk to reflect the statistics required for the annual report
- Create a form for secondary and subsequent reports on an Individual at Risk
- Work with OSDHR on implementing the reporting and data management software