

### Potential warning signs include:

- Increasingly erratic, unsafe, or aggressive behaviors.
- Hostile feelings of injustice or perceived wrongdoing.
- Drug and alcohol abuse.
- Marginalization or distancing from friends and colleagues.
- Changes in performance at work.
- Sudden and dramatic changes in home life or in personality.
- Financial difficulties.
- Pending civil or criminal litigation.
- Observable grievances with threats and plans of retribution.

### Be Alert to Signs of Trouble

### Appropriate Intervention

### Help ensure the safety of you and your colleagues by:

- Being aware of drastic changes in attitude toward others.
- Taking note of any escalations in behavior.
- Providing any information that may help facilitate intervention and mitigate potential risks.

### Concerned? Witnessed disturbing behavior?

Contact Threat Assessment and Management Services to alert them of potential dangers and enable them to mitigate any emerging risks.

### Threat Assessment and Management Services:

Call: (585) 475-6620

### For emergencies:

### Public Safety:

Call: (585) 475-3333

Text: (585) 205-8333

### Reach Out for Help