

The Occupational Programs Weekly Wrap Up

UVA Facilities Management ❤️🧡💙🧡💙🧡💙🧡💙🧡💙🧡 11.18.2022

UVA FM Occupational Programs would like to recognize and thank FM designated workers, UVA Emergency Management, the UVA Health Emergency Department and trauma teams, first responders, and law enforcement who all supported the University during this distressing time.



Our hearts are with the devastated families, friends, students, and professors. We mourn with our community the tragic injuries and loss of promising young life. The sense of security we had may be shaken, but FM remains UVAStrong and committed to our organizational mission.

This issue of the *Occupational Programs Wrap Up* is dedicated to the three young men who lost their lives in a senseless act of violence on November 13.



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Let Us Know: You can always email FM-OHS@virginia.edu if you have suggestions or story ideas. Now there's a new way to get in touch — **Let us know** by answering a few quick questions.

Memorial Service & Reflection—November 19, 3:30 PM



John Paul Jones Arena

Livestream: www.virginia.edu or at

Mt. Zion First African Baptist Church (105 Lankford Ave.),
Old Cabell Hall, and Klöckner Stadium (outdoor).

Doors open at 2:00 PM

The service will offer an opportunity to come together as a community to honor the lives of Devin Chandler, Lavel Davis, Jr., and D'Sean Perry, as well as the two students injured in the shooting, Mike Hollins and Marlee Morgan. Open to all.

Other UVA memorial events can be found at

<https://www.virginia.edu/calendar>

Moving Forward: How Should Parents Interact With Their Students Over Break?

UVAToday

This article from UVAToday is focused on students and parents, but can be shifted to apply to our teams and families at home. Check it out for information on:

- What grief might look like
- When is the right time to talk about it
- How to be supportive

Read More:

<https://at.virginia.edu/eqqMdv>

OCCUPATIONAL HEALTH & SAFETY

MENTAL HEALTH TODAY



It's silly to think that our work has no effect on our mental health. In the last few years between the pandemic and social and personal stressors, mental health needs have reached crisis levels in our country:



+ 50%

Experienced
mental illness

11 million

Think seriously
about **suicide**



1 in 5

Have mental
illness

The construction industry alone is experiencing **high suicide rates**. However, it doesn't have to get that far—Help is available:

- **Counseling**
 - Use UVA's Faculty & Employee Assistance Program: www.uvafeap.com
 - Talk with your regular doctor
 - Locate a counselor through your health insurance: <https://health.aetna.com/find-care>
 - Contact Region Ten Community Services Board: www.regionten.org / 434-972-1800
- **Crisis phone lines**
 - Call **1-800-273-8255** or text **899** (Routes to the regional crisis center in your phone's area code)
 - **Regional Line: 434-230-9704** (regional crisis line)
 - **National Suicide Prevention Line: Text HOME to 741741** from anywhere in the US about any type of crisis. A live, trained Crisis Counselor will receive the text and respond quickly.

What can you do? Your influence matters:

- Lead with compassion and emotional intelligence
- Talk about mental health and wellness practices
- Express concern
- Actively listen
- Offer support
- Respond with empathy

We are stronger when we support each other. If you're hurting, please let someone know.

Source: <https://at.virginia.edu/vO1OUP>

LET'S TALK ABOUT GRIEF

We often hear about the “[5 Stages of Grief](#)” in popular culture. These come from Dr. Elizabeth Kübler-Ross’s studies on terminally ill patients and were not intended to be a roadmap for how one experiences grief.

If you are grieving, don’t put yourself down for being unable to “move on” or “deal”. Unfortunately, we will all experience grief and trauma at some point. It’s part of our human experience. What’s important is that you must remember to recognize unhealthy or destructive behaviors, name them, and [ask for help](#).



The Many Faces of Grief

A poem by A. van der Velden

Robert still cannot sleep to well, he’s awake from 2am.
 Janet is the opposite and doesn’t rise till ten.
 Sarah made a special card, for each and everyone.
 She did this sitting on the beach, while soaking up the sun.
 Samuel went out to the shed, in the middle of the night.
 He grabbed the axe and chopped the wood, until it was first light.
 George took out his little boat and sailed across the bay.
 We may be family, we may be friends, but we each grieve in our own way.
 Peter flew off the handle, anything set him off.
 Pat put a message in a balloon and gently set it aloft.
 Tui simply went to bed and hid under the sheets.
 She couldn’t bear to leave the house; it’s now been several weeks.

Jean cleaned the entire house, from room to room she went.
 Till the house was cleaner than it had ever been, and all her tears were spent.
 Leo couldn’t wash at all, he couldn’t shower for days.
 We may be friends, we may be or family, but we grieve in different ways.
 Mark just HAD to go to work to “take his mind off things”,
 Melissa walked to the park at dusk and sat quietly on the swings.
 Bethany went down to the gym, she didn’t do this for fun,
 And if that didn’t help ease the pain, she’d head out for a run.
 Patricia looks like nothing’s wrong, that not a tear was shed,
 Plenty have been but no one knows, she only cries in bed.
 So please be kind and gentle when loved ones pass away,
 For each of us will be grieving in our own and special way.

OCCUPATIONAL HEALTH & SAFETY

WHAT IS “RUN HIDE FIGHT”?

During Sunday night’s active shooter situation UVA Emergency Management issued a message via [UVA Alerts](#) to “RUN HIDE

FIGHT”, causing confusion and alarm among staff and students unfamiliar with the phrase.

Here’s what to remember:

UVA Alert: ACTIVE ATTACKER firearm reported in area of Culbreth Road. RUN HIDE FIGHT

RUN: Evacuate If Possible

- If there is considerable distance between you and the gunfire/armed person, quickly move away from the sound of the gunfire/armed person. If the gunfire/armed person is in your building and it is safe to do so, run out of the building and move far away until you are in a secure place to hide.
- Leave your belongings behind.
- Keep your hands visible to law enforcement.
- Take others with you, but do not stay behind because others will not go.
- Call 911 when it is safe to do so. Do not assume that someone else has reported the incident. The information that you are able to provide law enforcement may be critical, e.g. number of shooters, physical description and identification, number and type(s) of weapons, and location of the shooter.

HIDE: Hide silently in as safe a place as possible

- If the shooter is in close proximity and you cannot evacuate safely, hide in an area out of the armed person’s view.
- Choose a hiding place with thicker walls and fewer windows, if possible.
- Lock doors and barricade with furniture, if possible.
- Turn off lights
- Silence phones and turn off other electronics.
- Close windows, shades and blinds, and avoid being seen from outside the room, if possible.
- If you are outdoors and cannot RUN safely, find a place to hide that will provide protection from gunfire such as a brick wall, large trees or buildings.
- Remain in place until you receive an “all clear” signal from the authorities or UVA Alerts.

FIGHT: Take action to disrupt or incapacitate the shooter

- As a last resort, fight. If you cannot evacuate or hide safely and only when your life is in imminent danger, take action.
- Attempt to incapacitate or disrupt the actions of the shooter.
- Act with physical aggression toward the shooter.
- Use items in your area for defense such as fire extinguishers or chairs.
- Throw items at the shooter if possible.
- Call 911 when it is safe to do so.

Taking these actions will greatly increase your chance of survival during an attack.

Source: <https://www.smcm.edu/publicsafety/run-hide-fight-active-shooter-protocol/>

FEAP

Faculty & Employee Assistance Program

SUPPORT WHEN YOU FEEL OVERWHELMED

Sometimes the challenges we experience can feel overwhelming, or we do not have the time to address them in the current moment in meaningful ways. These exercises help create distance, and/or contain a sense of overwhelm until you have the time, capacity and support needed.

TRY 'GROUNDING FOR FIVE'



EXPLORE SOOTHING PRACTICES



SCHEDULE AN APPOINTMENT



HOW TO LOG IN TO FEAP FOR YOU:

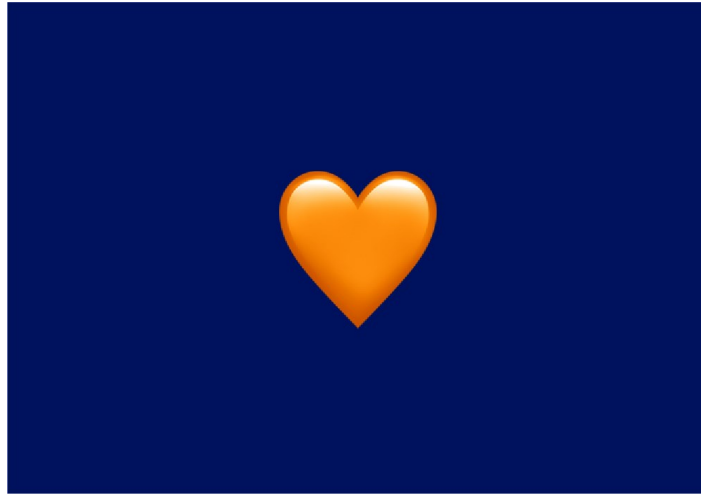
UVA employees can log in through NetBadge. Employees of other organizations FEAP supports can create an account by clicking on the orange "Request an Account" button and use their work-associated email address.

REACH US



434.243.2643
<https://uvafeap.com>
 UVA West Complex
 & 350 Old Ivy Way

DIVERSITY, EQUITY & INCLUSION



Thank you to our FM teams and employees who remain **#UVAStrong** during this difficult time.

Thank you for working late nights and early mornings.

Thank you for making sure our hospital remains open to receive and heal patients.

Thank you for cleaning and maintaining our Grounds and buildings so that everyone can find safe, reassuring spaces to gather and process.

Thank you for working together to set up spaces across Grounds where people can find resources and help.

Thank you for being the great FM you are, we are so proud of you and know that UVA couldn't do it without you. Thank you for being and showing us, **#UVAStrong**.

Have any questions about these events/resources or have something you'd like to share to benefit FM employees? Reach out to Emily Douglas at (434) 906-5810, em4hg@virginia.edu or FM-DEI@virginia.edu—thank you!

APPRENTICESHIP

POSTPONED: Class of 2022 Graduation & 40th Anniversary Celebration

The following UVA FM Apprenticeship celebrations have been postponed to allow our UVA community the time and space to heal and reflect in response to recent local events:

- Graduation of the Apprenticeship Class of 2022
- UVA Apprenticeship 40th Anniversary Celebration & Open House

The Class of 2022 will continue to move forward in their trade licensure and skills assessments. A new date for both events will be announced in the near future.

We remain **#UVAStrong** and look forward to celebrating UVA FM Apprenticeship with you soon.



November is National Apprenticeship Month: Learn more: <https://at.virginia.edu/ZINTSc>

November 14-20 is National Apprenticeship Week. Learn more: <https://www.apprenticeship.gov/national-apprenticeship-week>

Leadership Connection: The Compassionate Leader

Recent events have shown us the fragility of life as well as the speed at which our lives can change. Often, in times of turmoil, we look to our leaders and their reactions as models for behavior. In other words: what to do and how to respond. With the horrific act of last weekend and the devastating loss of life, we can all strive to learn and take note as we collect ourselves.

In an article written by leadership coach Craig Tegel, leadership in times of tragedy require flexibility, adaptability, and compassion as we lead our teams forward. Tegel shares that *“Communication creates calm, In the wake of a tragedy or a crisis, it’s easy for teams to panic. It’s even easier for panic to set in when information isn’t being distributed effectively.”*

In addition, Tegel shares *“Compassionate leadership is essential. Everyone wants to know they are a valued member of the team. Experiencing trauma and tragedy is a part of being human and it requires a human response from leaders.”*

Communication and compassion have been critical aspects of the response from leadership at UVA. We have seen both in abundance through regular updates from UVA Leadership and UVA Public Safety offices through responses to UVA students and staff. **Powerful lessons we hope to never have to use, but powerful lessons nonetheless.**

Further Reading: **“Leading through tragedy – People Make the Difference”**

<https://www.pmttd.com.au/leading-through-tragedy/>

The Passport Training Program is coming, stay tuned!!!