Recognizing and 6 X S S R U W L Q J Students in Crisis

FOR EMERGENCIES, CONCERNS OR CRISIS

Responding to Students in Crisis

Stay safe

When a student displays threatening or potentially violent behavior, your safety, the student's safety and the welfare of the campus community are the top priorities. Coordinated professional help and follow-up care are effective ways to KHOS SUHYHQW suicide and concerns to relevant campus of ces trained to handle violence.

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If you are concerned about a student, consult your department chair, supervisor and/or the Dean of Students Office. Promptly report safety concerns and Student Conduct & R G H violations.

De-escalate and support

Distressed students can be sensitive. Avoid threatening, potentially embarrassing or intimidating statements. Help students connect with the resources they need.

Clarify expectations

Set early limits on disruptive or self-destructive behavior. Remind students verbally or in writing (e.g., in the syllabus) of standards/expectations for conduct, and of possible consequences for GLVUXSWLYH behavior. Refered appropriately responding to their situation. the online Student & RQGXFW & RGH at www.stthomas.edu/policies.

Listen sensitively and carefully

Vulnerable students need to be heard and VXSSRUWHd. you've been through and receive adequate support. They may find it difficult to articulate their distress. Ask W K H P directly if they feel their functioning is impaired or if they have thoughts of harming themselves or others.

Share what you know

State and federal laws and university policies mandate reporting in many crisis situations. The Family Educational Rights and Privacy Act (FERPA) allows faculty and staff to report student health and safety situations with sensitivity and care. Taking appropriate action does not violate a student's privacy.

Consult to coordinate a timely response

Consult with appropriate university personnel to coordinate care for the student. Always report serious or persistent behavior to the Dean of Students Of ce as soon as possible. Misconduct may be formally addressed through the student conduct process and additional campus resources may be necessary to help reduce or eliminate disruptive behaviors.

Follow up

Once you have referred a student in crisis, it is helpful (but not obligatory) for you to follow-up in their ongoing care. Your rsthand knowledge and personal connection to this student is valuable in understanding

Take care

6XSSRUWing VWXGHQWV LQ FULVLV can take personal well-being. Make sure to acknowledge what

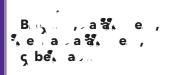
Resources for faculty, staff, undergrad and graduate students

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- v Immediate emergency services threatening or dangerous behavior
- v Active shooter and campus safety trainings





RECOGNIZE RESPOND REFER REPORT

- Internet flaming, trolling, name-calling or harassment
- Communications that continue after being told to stop
- Threatening to release private information/photos
- Verbal abuse, innuendo of a sexual nature, unwanted sexual flirtations
- Demand for sexual favors by peer or supervisor accompanied by implied or overt threat concerning an individual's academic status or employment
- Display of sexually suggestive pictures or cartoons in workspace, residence halls or online
- Continued jokes, language, epithets, gestures or remarks of a sexual nature

- Express concern and care
- Listen to and believe student's responses. Avoid criticizing, sounding judgmental, minimizing or blaming
- Identify resources for safety planning
- Encourage student to keep a log of bullying/ harassing behavior; take and save screenshots of online harassment (Twitter, Facebook, etc.); save copies of all communications including texts, voicemails and pictures

U e : Public Safety (651) 962-5555

Ada ce a d c % n a 2 : *Dean of Students Office (651) 962-6050

*Title IX Coordinator (651) 962-6882 • Dean of Students Office

