

Recognizing and Responding to Students in Crisis

FOR EMERGENCIES, CONCERNS OR CRISIS

Resources for faculty, staff, undergrad and graduate students

(651) 962-5555

stthomas.edu/publicsafety

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

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 address concerns to relevant campus of ces trained to handle situations with sensitivity and care. Taking appropriate action does not violate a student's privacy.

Consult to coordinate a timely response

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 disruptive behavior. Refer to the online Student & R Q G X F W & R G H at www.stthomas.edu/policies.

Listen sensitively and carefully

Vulnerable students need to be heard and heard. They may find it difficult to articulate their distress. Ask 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 concerns to relevant campus of ces trained to handle situations with sensitivity and care. Taking appropriate action does not violate a student's privacy.

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 firsthand knowledge and personal connection to this student is valuable in understanding and appropriately responding to their situation.

Take care

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RECOGNIZE

- 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

RESPOND

- 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

REFER

U e : Public Safety
(651) 962-5555

Ad ce a d c s a :
*Dean of Students Office
(651) 962-6050

*Title IX Coordinator
(651) 962-6882

REPORT

- Dean of Students Office

Maintaining Compliance with State and Federal Laws and University Policies

