



RECOGNIZE

1: Recognize indicators of distress

Common indicators are listed inside. Students may present indicators not listed.



RESPOND

2: Respond appropriately

Each situation is unique. Use the tips and decision tree to determine the most appropriate response.



REFER

3: Refer the student

Use the list of resources on the back cover to refer the student to the most appropriate campus resource.



REFER

Follow the decision tree to determine who to contact when you are concerned about a student who is distressed and/or disruptive. Emergency and campus resources are listed.

Is the student a danger to themselves/others OR does the student need some other assistance?

YES

The student's conduct is clearly dangerous or threatening, including self-harm or harm to others

CALL 911

NO

I am not concerned for anyone's immediate safety, but the student is having significant academic and/or personal issues and could use some support other assistance

Refer student to campus resources, as appropriate fill out CARE Team form

NOT SURE

The student is with me currently and shows signs of distress, but it is not clear how serious it is. I feel uneasy and/or really concerned about the students

Call Campus Safety 402-826-8669. Then refer student to the appropriate campus resources

The student is not with me currently, but I am concerned about what they said (In an email/call) OR what they did (Acted bizarrely, were aggressive/disruptive OR how they looked (Unkempt, drugged/drunk)

Report to the Care Team form on the Faculty Staff Page

Additional Resources

Academic Advising
doane.advising@doane.edu

International Students
international@doane.edu

Community and Government Relations
community@doane.edu

Campus Advocacy, Prevention, and Education
capeproject@doane.edu

Title IX
titleix@doane.edu

Academic Success Center
academicsuccess@doane.edu

Student Disability Office
academicsuccess@doane.edu

Emergency Resources

Campus Safety
402-826-8669

Residential Life Emergency
402-418-1575

Suicide and Crisis Lifeline
988

Hope Crisis 24/7
1-877-388-4673

Urgent Resources

Counseling Center
402-826-8401

Student Conduct
judicialaffairs@doane.edu

Financial Advising
faoffice@doane.edu

Student Health
studenthealth@doane.edu

CARE Team Referral



DOANE
UNIVERSITY



RECOGNIZE

Indicators of Distressed Students

Look for groupings, frequency, and severity of behaviors, not just isolated symptoms.

ACADEMIC

- Sudden decline in quality of work and grades
- Frequently missed classes and assignments
- Disturbing content in writing or presentations
- Classroom disruptions
- Consistently seeking personal rather than professional advice
- Multiple requests for extensions/special considerations (a change from prior functioning)
- Doesn't respond to repeated request for contact/meeting

PHYSICAL

- Marker Changes in physical appearance (e.g. poor grooming, hygiene, or sudden weight loss/gain)
- Strange or bizarre behavior indicating loss of contact with reality
- Visibly intoxicated or smelling of alcohol or marijuana
- Rapid speech or manic behavior
- Depressed or lethargic mood or functioning
- Observable signs of injury (e.g. facial bruising or cuts)

PSYCHOLOGICAL

- Self-disclosure of personal distress (e.g. family problems, financial difficulties, assault, discrimination, legal difficulties, grief)
- Unusual/disproportionate emotional response to events
- Excessive tearfulness, panic reactions
- Verbal abuse (e.g. taunting, badgering, intimidation)
- Expressions of concern about the student by peers

SAFETY RISK

- Verbal, written, or implied references to suicide, homicide, assault, or self-injurious behaviors
- Unprovoked anger or hostility/physical violence (e.g. shoving, grabbing, assaulting, use of a weapon)
- Academic assignments dominated by themes of extreme hopelessness, helplessness, isolation, rage, despair, violence, self-injury
- Stalking or harassing
- Communicating threats/disturbing comments via email, correspondence, texting or phone call



RESPOND

Use these tips to determine the most appropriate response for a distressed student.

Mandatory Reporting

In addition to referring a student to resources, any sexual or gender-based harassment or assault requires mandated reporting. Please contact the Title IX Coordinator at titleix@doane.edu

STAY SAFE

Call 911 if there is an imminent danger to the student, you or anyone else.

STAY CALM

Take a few deep breaths to calm yourself. Use a calm voice when talking and asking questions.

TAKE YOUR TIME

If this is NOT an imminently dangerous situation, take time to think through what might be the most helpful next step.

SEE CONSULTATION

You are not alone. Ask those around you for help. Consult with a colleague and call a campus resource.

USE ACTIVE LISTENING

Make eye contact and give your full attention. Restate what the student says to make sure you understand what is causing the distress and/or what they are asking for help with

ASK DIRECT QUESTIONS

Don't be afraid to directly ask the student if they are having thoughts of harming themselves or others (by asking, you are NOT instilling the thought)

GIVE CONCRETE HELP

Help get the student to the next step by contacting campus resource with student to schedule an appointment