

ISSUES TO CONSIDER

Confidentiality should not be promised, particularly if a student represents a safety risk to themselves or others. Students who are a threat to themselves or others need immediate professional intervention. Assurances of absolute confidentiality may impede that process.

Faculty and staff are asked to stay in their respective professional roles. It is **not expected that individuals without training** take on the role of counselor. You need only to listen and refer the student to appropriate resources.

If a student needs help, but does not want to interact with campus offices, you may contact or refer the student to one of the off-campus resources listed on the next page.

However, if a student appears to be at risk for suicide or homicide or if you have knowledge of a crime, you must notify TCU Police at (817) 257-7777.

TITLE IX

The Inclusion and Title IX Office serves as a resource and leader in promoting and furthering TCU's commitment to diversity and equal opportunity for all members of its community. Their aim is to foster a diverse, inclusive campus environment that is respectful and free from discrimination and harassment.

TCU is committed to providing a positive living, learning and working environment free from discrimination. In support of this commitment, TCU prohibits discrimination and harassment on the basis of age, religion, sex, sexual orientation, gender, gender identity, gender expression, national origin, ethnic origin, disability, predisposing genetic information, covered veteran status, and any other basis protected by law, except as permitted by law. TCU also prohibits unlawful sexual and gender-based harassment and violence, sexual assault, intimate partner violence, and stalking (collectively referred to herein as "Prohibited Conduct"). Allegations of sexual assault received by the TCU Police Department are reported to the Fort Worth Police Department.

Discrimination, harassment and prohibited conduct are incompatible with TCU's mission to educate individuals to think and act as ethic leaders and responsible citizens in the global community and can threaten the educational experience, careers and well-being of members of the TCU community, including employees, students, and visitors.

MANDATORY REPORTING

All TCU employees, with the exception of University employees designated as Confidential Resources, designated below, are considered Mandatory Reporters and are required to immediately report knowledge of any crime to the TCU Police Department. Failure of Mandatory Reporters to report such conduct in a timely manner may subject them to appropriate discipline, including removal from a position or termination of employment. Mandatory Reporters should not seek to investigate the conduct, nor notify the respondent.

Mandatory Reporters should report all known information and any details about the incident to TCU Police. Mandatory Reporters may provide support and assistance to the complainant, witness or respondent; but they cannot promise confidentiality or withhold information about the alleged conduct when making a report.

Employees who have the ability to maintain confidential or privileged communications include licensed health-care professionals, certified confidential advocates for survivors of sexual assault, and ordained clergy members, including ordained University Chaplains in TCU's Office of Religious and Spiritual Life, who receive the information while acting in their professional capacities.

For more information regarding Mandatory Reporters, please review the University's Policy on Prohibited Discrimination, Harassment and Related Conduct online at www.hr.tcu.edu. **To report a crime, contact TCU Police at (817) 257-7777 or report online at <http://csareport.tcu.edu>.**

SUICIDE PREVENTION:

The University is committed to the health and well being of its students. Trainings are available for faculty and staff to help recognize students in distress and the possible warning signs of suicide. For more information please call the TCU Counseling & Mental Health Center.

ALCOHOL AND DRUGS:

If it is suspected that a student has come to class intoxicated, high, or impaired, report these concerns to the Campus Life Dean's Office. Please contact the TCU Police if immediate assistance is needed. Alcohol & Drug Education staff is available to provide training(s), accept student referrals, and answer questions regarding students of concern.

GUIDELINES FOR RESPONDING TO STUDENTS OF CONCERN

WHEN IN DOUBT, REACH OUT!

SAFETY FIRST: The welfare of the student and the campus community is our top priority when a student displays threatening or potentially violent behavior.

TRUST YOUR INSTINCTS: If you experience significant unease about a student, seek consultation from your department chair, supervisor, the Campus Life Dean's Office or the Counseling & Mental Health Center. Promptly report safety concerns and student conduct code violations.

LISTEN SENSITIVELY AND CAREFULLY: Vulnerable students need to be seen, heard and helped. Many students will have difficulty clearly articulating their distress. Don't be afraid to ask students directly if they feel their functioning is impaired, or have thoughts of suicide/harming themselves or others.

BE PROACTIVE: Engage students early on, setting limits on disruptive or self-destructive behavior. Share information and consult early with appropriate University personnel to coordinate care for the student.

DE-ESCALATE AND SUPPORT: Distressed students can be sensitive and easily provoked, so avoid threatening, humiliating or intimidating statements. Help students connect with the University resources needed to achieve stabilization.

WHAT ABOUT PRIVACY LAWS AND CONFIDENTIALITY?

The Family Educational Rights and Privacy Act (FERPA) permits communication about a student of concern. TCU may disclose personal identifiable information from an "educational record" to appropriate individuals in connection with a health and safety emergency. Information may be released to parents, police, or others, if knowledge of the information is necessary to protect the health and safety of the student or other individuals. Additionally, information can be shared with University personnel when there is a specific need to know and should be limited to the essentials of University business. Observations of a student's conduct or statements made by a student are not "educational records" and therefore not protected by FERPA.



TCU Police Department: (817) 257-7777, 3205 Lubbock Ave., www.police.tcu.edu
 Campus Life Dean's Office: (817) 257-7926, Sadler Hall 2006, www.campuslife.tcu.edu
 Counseling & Mental Health Center: (817) 257-7863, Samuelson Hall Lower Level, www.counseling.tcu.edu
 TCU Title IX Office: (817) 257-8228, Jarvis Hall 2nd Floor, www.titleix.tcu.edu

ON-CAMPUS RESOURCES

* TCU Police.....	817-257-7777
Campus Life Dean's Office	817-257-7926
Counseling & Mental Health Center	817-257-7863
* TCU Counseling Helpline.....	817-257-SAFE (7233)
Title IX Office	817-257-8228
Confidential Advocate.....	817-257-5225
* Health Center.....	817-257-7940
Office of Religious and Spiritual Life	817-257-7830
Alcohol & Drug Education.....	817-257-7100
Center for Academic Services.....	817-257-7486
TCU Hazing Hotline	817-257-4293
* TCU Support Line.....	817-257-4000

OFF-CAMPUS RESOURCES

* Fort Worth Police	817-392-4222
* John Peter Smith Hospital.....	817-702-3431
Mental Health Association.....	817-335-5405
* Rape Crisis and Victim Services.....	817-927-2737
* Safe Haven of Tarrant County.....	817-536-5496
Tarrant County District Attorney	817- 884-2740
Suicide Prevention Lifeline	1-800-273-TALK (8255)
* Texas Health Resources - Harris Methodist Hospital	817-250-2000

*SERVICES AVAILABLE 24 HOURS A DAY



RECOGNIZING DISTRESSED OR DISRUPTIVE STUDENTS: WHAT TO LOOK FOR

DISRUPTIVE STUDENTS:

Interfere in TCU's learning environment with behavior that is reckless (which may include being under the influence of alcohol and/or drug(s) in class), disorderly, paranoid, aggressive, defiant, destructive, threatening, dangerous to self or dangerous to others.

DISTRESSED STUDENTS:

May be irritable, sad, unruly, anxious, withdrawn, confused, lacking motivation or concentration, seeking constant attention or demonstrating bizarre, erratic or concerning behaviors including references to self-harm. Continual seeking of special accommodations (late papers, extensions, postponed exams, etc.); excessive absences, or exhibiting a significant change in behaviors.

WHAT IS THE TITLE IX OFFICE?

The Title IX Office responds to incidents involving sexual harassment, discrimination, non-consensual sexual intercourse or contact, sexual exploitation, intimate partner violence, stalking and retaliation involving a member of the University community.

WHAT IS THE COUNSELING & MENTAL HEALTH CENTER?

The Counseling & Mental Health Center provides a variety of professional clinical services including counseling, crisis walk-ins, psychiatry, consultation and referrals. Services are available at no cost to all current TCU students. An on-call counselor is available to consult with faculty and staff about students of concern. After hours faculty and staff may consult with the TCU Counseling Helpline at (817) 257-SAFE (7233).

WHAT IS THE CAMPUS LIFE DEAN'S OFFICE?

The Campus Life Dean's Office is available to provide a comprehensive response to issues impeding collegiate success for students. A dean in our office is available to assist with student concerns, maintain community and University standards and refer students to the appropriate community resource.

IF A STUDENT IS CAUSING A DISRUPTION BUT DOES NOT POSE A THREAT:

- Ensure your safety in the environment. Use a calm, non-confrontational approach.
- Set limits by explaining how the behavior is inappropriate.
- If disruptive behavior persists, inform the student that disciplinary action may occur.
- If the behavior escalates and you believe there is a safety risk, contact TCU Police (817)257-7777. You may also notify the Campus Life Dean's Office (817-257-7926).

From cell phones and off-campus phones call TCU PD 817-257-7777

EMERGENCY – Life Threatening Situations

ASSISTING STUDENTS IN DISTRESS

