



Crisis Assessment Risk Evaluation (CARE) Behavioral Intervention Team Behavioral Intervention Policy and Procedures

The University of Denver's Crisis Assessment Risk Evaluation (CARE) Behavioral Intervention Team is committed to providing care and access to resources to create a safe and secure environment for our campus community to maintain their safety, health, and well-being through a proactive, objective, supportive, and collaborative approach.

Members of the University community should inform the CARE team of any student exhibiting concerning or disruptive behavior by submitting a referral to the Pioneers Care referral system. For life threatening situations, first call 911, then notify Campus Safety at 303-871-3000.

The following protocol will not supersede referrals and/or violations of the Honor Code, Disruptive Classroom, Title IX, or Equal Opportunity policies.

The CARE team is dedicated to the prevention, identification, assessment, intervention, management of, and coordinated response to student situations and behaviors that may be disruptive or pose a risk of harm to the safety, health, and well-being of individuals and the campus community.

The primary modes of intervention to address disruptive or concerning behavior include, but are not limited to, the following:

- Support and connection to University resources through initial outreach and meetings with case managers assigned through the Pioneers Care referral system.
- Interim Support Strategies including both Reasonable Accommodations and Behavioral Expectation Letters
- Individualized Assessment to be determined by the CARE team.
- Voluntary withdrawal options from the University (Leave of Absence or Medical Leave of Absence).
- Mandatory Withdrawal.

Support and Connection to University Resources through Pioneers Care

The Pioneers Care referral system and outreach program helps find solutions for students experiencing academic, social, and/or personal difficulty, mental/emotional and physical health conditions, and crisis situations. These referrals are reviewed by the Office of Student Outreach & Support to better understand the student's circumstances, and then case managers connect the student with relevant resources that may guide them to success. When a student indicates that a disability, mental, emotional and/or physical health are a contributing factor, the student may be encouraged to meet with the Disability Service Program (DSP) staff for review, evaluation, and implementation of official accommodations and to seek support from the Health and Counseling Center (HCC), as needed.

Interim Support Strategies including both Reasonable Accommodations and Behavioral Expectation Letters

The goal of interim support strategies including reasonable accommodations and behavioral expectation letters is to outline expectations, connect students to appropriate campus and healthcare resources, and develop a plan of action to help the student to remain in good standing with the University. Any reasonable accommodations would be discussed in consultation with the student's healthcare provider(s) and staff in the Disability Services Program, when appropriate.

Individualized Assessment

If a student is displaying behavior that appears to present a significant disruption or risk of harm to the community, an Individualized Assessment may be required, which may include a formal threat assessment and/or a behavioral assessment. The results from the assessment will inform *Interim Support Strategies* including reasonable accommodations. This assessment is to be completed by a licensed mental health or threat assessment professional to determine if the student's behavior poses a risk of harm to the safety, health, and well-being of the campus community.

Student Rights and Responsibilities Honor Code Report

Student Rights and Responsibilities oversees adherence to and violations of the policies and procedures of University Honor Code. Should a student be unwilling to cooperate with University administrators, the University may move forward with reporting the disruptive behavior and/or non-compliance to Student Rights and Responsibilities for possible disciplinary outcomes.

More details regarding the Honor Code and Disruptive Classroom Policy can be found here:

<http://www.du.edu/studentlife/studentconduct/honorcode.html>.

Referral to Options for Withdrawal from the University

If a student is displaying behavior that interferes with the student's success or results in significant disruption to the community, a designated University official (typically the office of Student Outreach & Support) may request the student to review optional withdrawal information which could include the Leave of Absence or Medical Leave of Absence policy.

Mandatory Withdrawal Policy

The Mandatory Withdrawal policy will be invoked only in one of the following circumstances:

1. Prior to placing a student on a mandatory medical leave of absence for reasons relating to a disability, the University will:
 - conduct an individualized assessment and give careful consideration to the opinions and recommendations of the student's healthcare provider(s), along with the opinions and recommendations of the healthcare professional(s) consulted by the University, and any other information the student chooses to provide;
 - protect the student's privacy and only require the student to provide a medical release for access to the student's health records as reasonably necessary to complete an individualized assessment;
 - determine on an individualized basis whether and what reasonable accommodations through the Disability Services Program can be made that would be effective to allow the student to continue

to attend classes and participate in the educational programs offered by the institution while seeking treatment for, or recovery from, any health condition(s); and,

- place a student on a mandatory withdrawal only if (a) the University concludes after conducting the individualized assessment that the student's continued participation would require accommodations that would be unreasonable or fundamentally alter the nature of the educational programs; (b) the student rejects all reasonable accommodations offered and cannot meet the essential eligibility requirements of the program; or (c) even with all reasonable accommodations offered, the student cannot meet the essential eligibility requirements of the programs.
2. The student's behavior is of such a serious nature that the continued presence of the student at the University is judged to be a safety threat or hinders the ability of that student or others to engage in customary functions and activities at the University.

Mandatory Interim Emergency Withdrawal

An interim emergency withdrawal may be implemented immediately by the Vice Chancellor for Campus Life and Inclusive Excellence or designee if any of the following conditions are deemed to be present:

- The student's behavior poses an immediate threat
- The student suffers an accident or acute medical condition that causes functional impairment which inhibit the student from attending class and/or completing coursework.
- The student is impeding the lawful activities of other members of the campus community