

>> A GUIDE TO WORKING WITH INDIVIDUALS OF CONCERN

HIGH-RISK BEHAVIORS

Behavior indicates an imminent safety risk to the individual or community

EXAMPLE BEHAVIORS:

Expressed intent to harm self or others
Brandishing a weapon
Suicide attempt or threat
Bizarre delusions or hallucinations

WHAT TO DO? EMERGENCY: 911
OR FROM A CELL PHONE DIAL
#UKPD (#8573)

MODERATE RISK BEHAVIORS

Behavior that is not typically life threatening; may signal that an individual's coping skills are being challenged

EXAMPLE BEHAVIORS:

Indirect threats to self or others or disturbing content in academic work
Erratic behavior or expressing hopelessness/helplessness
Withdrawal from friends or daily activities

WHAT TO DO? DOCUMENT THE BEHAVIOR AND REFER TO COMMUNITY OF CONCERN (WWW.UKY.EDU/CONCERN)

LOW RISK BEHAVIORS

Behavior may interfere with academic or personal success but not likely to indicate a risk to life or safety

EXAMPLE BEHAVIORS:

Frequent class absences
Changes in appearance or hygiene
Difficulty adjusting to college life
Uncooperative

WHAT TO DO? REFER TO RESOURCES OR REFER TO THE COMMUNITY OF CONCERN (WWW.UKY.EDU/CONCERN)

REFERRING AN INDIVIDUAL TO THE COMMUNITY OF CONCERN

REFERRALS CAN BE MADE ONLINE AT WWW.UKY.EDU/CONCERN.
FACULTY CAN ALSO SUBMIT ALERTS IN MYUK.

REFER IF...

- your effort to manage a behavioral issue has not resolved the issue
- you are concerned about the welfare of an individual, yourself, or others
- an individual asks you for help in dealing with personal issues that are outside your role
- you have referred the individual in the past and there seems to be no improvement or behavior seems to be worsening.

INFORMATION NEEDED TO SUBMIT AN EFFECTIVE REFERRAL:

- Your name, contact information, and relationship to the individual
- The individual's name and contact information
- A brief, factual explanation of your concerns or observations-including dates, times, locations, etc.
- What has been done so far to address the concerns and the individual's response to those efforts



> STUDENT CONSULTATION/QUESTIONS

DEAN OF STUDENTS OFFICE

859-257-3754 | www.uky.edu/deanofstudents

Offers services and programs that are reflective of and sensitive to the needs of the UK student population

DISABILITY RESOURCE CENTER

859-257-2754 | www.uky.edu/drc

Provides support and accommodations to students with documented disabilities

FINANCIAL OMBUD

859-218-1360

www.uky.edu/financialaid/financial-ombud-services

Assist students who are experiencing financial hardships with establishing special payment arrangements

INTERNATIONAL STUDENT AND SCHOLAR SERVICES

859-323-2121 | www.uky.edu/international/ISSS

Provides leadership and expertise in the advising and immigration needs of more than 2,000 international students

OFFICE OF RESIDENCE LIFE

859-257-4784

www.uky.edu/Housing/undergraduate

Creates living and learning environments that support the educational mission of the University

OFFICE OF STUDENT CONDUCT

859-257-3755 | www.uky.edu/studentconduct

Facilitates student engagement in responsible conduct

STUDENT GOVERNMENT ASSOCIATION

859-257-3191 | uksga.org

Represents all undergraduate, graduate and professional students enrolled at the University. Provides scholarship opportunities, childcare grant opportunities and a Student Legal Service

UK COUNSELING CENTER

859-257-8701

www.uky.edu/StudentAffairs/Counseling

Provides confidential psychological counseling to currently enrolled UK students

UNIVERSITY HEALTH SERVICE

859-323-5823 | ukhealthcare.uky.edu/UHS

Provides immunizations, screenings, and urgent treatment for students

> ACADEMIC CONCERNS

ACADEMIC ENHANCEMENT/THE STUDY

859-257-1356 | www.uky.edu/AE

Provides programming and services to impact student success

ACADEMIC OMBUD

859-257-3737 | www.uky.edu/Ombud

Addresses Student Academic Rights and problems concerning the commission of academic offenses

CARES

859-323-6347 | www.uky.edu/Diversity/CARES/

Provides a comprehensive academic support system to aid in the retention of underrepresented students

CELT

www.uky.edu/CELT

Serves as a University-wide resource for information and services to assist instructors in enhancing educational practice

STUDENT SUPPORT SERVICES

859-257-9797 | www.uky.edu/Diversity/SSS

Provides support for students who are first generation, low income, and have a documented disability

WELLNESS INITIATIVES FOR STUDENT EMPOWERMENT (WISE)

859-257-9687 | www.uky.edu/wise

Provides information that empowers UK students to make safer choices in the areas of alcohol, drug use and holistic wellness

>> SUPPORT FOR SURVIVORS OF SEXUAL VIOLENCE

Unwanted contact may be in violation of University policy and/or the Code of Student Conduct and/or illegal.

Contact UK's Violence Intervention and Prevention Center (859-257-3574) or call UKPD (911 or from a cellphone #UKPD) for assistance in accessing and navigating services, resources, and referrals both on and off campus.

Sexual assault, stalking, and relationship violence may be reported to UKPD, Lexington Fayette Urban County Police, UK VIP Center, the Dean of Students Office, or to any University official.

> EMPLOYEE CONSULTATIONS/QUESTIONS

C.R.I.S.I.S PROGRAM

www.uky.edu/HR/work-life/financial-support/crisis

Assists University of Kentucky employees who are experiencing personal hardship

EMPLOYEE FINANCIAL COUNSELING

859-257-9487 | www.uky.edu/HR/benefits/retirement-financial-security/financial-counseling

Provides a free voluntary counseling and referral service for UK employees

EMPLOYEE RELATIONS

859-257-8758

www.uky.edu/HR/employee-relations

Promotes mutual respect and supports proactive intervention

REFER PROGRAM

859-257-1467

www.uky.edu/HR/work-life/counseling/refer-counseling

A professional mental health clinic for UK employees

WORK + LIFE CONNECTIONS PROGRAM

859-218-0461 | www.uky.edu/HR/WorkLife/

Voluntary and confidential counseling for UK employees

> UK COMMUNITY CONSULTATIONS/QUESTIONS

COMMUNITY OF CONCERN TEAM

859-257-3755 | www.uky.edu/concern

Provides a central point of entry for concerns and connecting individuals to resources

UKPD

859-257-8573 | www.uky.edu/police

Provides quality police services ethically, fairly, and equally

VIOLENCE INTERVENTION AND PREVENTION CENTER

859-257-3574 | www.uky.edu/StudentAffairs/VIPCenter

Works towards eliminating interpersonal violence through education and support services

> 24/7 CRISIS RESOURCES

BLUEGRASS COMPREHENSIVE SERVICES

1-800-928-8000

BLUEGRASS RAPE CRISIS CENTER

859-253-2511

GREENHOUSE 17

1-800-544-2022

SUICIDE PREVENTION LIFELINE

1-800-273-8255

LEXINGTON DIVISION OF POLICE

911 or 859-258-3600

(non-emergency business line)

UK POLICE DEPARTMENT

911 or from a cell phone

#UKPD (#8573)

GOOD SAMARITAN EMERGENCY DEPARTMENT

859-226-7070

310 S. Limestone

Lexington, KY 40508

LIVE SAFE APP

Assist in the facilitation of discreet and risk-free bystander intervention by sharing information with campus safety officials

Download at www.uky.edu/EM/LiveSafe.html

UK CHANDLER EMERGENCY DEPARTMENT

859-323-5901

1000 S. Limestone

Lexington, KY 40536

>> FAQs

What is QPR and How can it Assist Campus Community Members in Preventing Suicide?

QPR stands for: Question, Persuade, and Refer — three simple steps that anyone can learn to help save a life from suicide. People trained in QPR learn how to recognize the warning signs of a suicide crisis and how to get a person at risk the help they need. To schedule a QPR training session, contact the UK Counseling Center at 859-257-8701.

What If I Don't Know If I Should Refer?

Considering that UK is a large campus community, the behaviors observed may be a piece of a puzzle to the student's well-being. Connecting what we know about a student from a variety of sources will assist in better serving the student's needs.

What about Student Privacy?

The Family Educational Rights and Privacy Act (FERPA) permits the sharing of personal observations and knowledge about a student among campus officials where there is a legitimate educational need to know. If you have a concern about a student, do not hesitate to notify the Community of Concern.

How Can Disruptive Behavior Inside the Classroom be Addressed?

Faculty should be explicit in the syllabus in defining expectations about classroom behavior, classroom participation, class attendance, and civil discourse. Additionally, if the faculty member has standards and expectations related to the use of technology (earbuds, cell phones, tablets, laptops, etc.) in the classroom, these guidelines should be clearly articulated in the course syllabus. Any such policy must provide for reasonable exceptions.

Intervention Guidelines for Faculty and Staff

- **Safety First!** Always keep safety in mind as you interact with a distressed individual. If danger seems imminent, call 911 or #UKPD for UK Police.
- **Avoid Escalation.** It is usually not a good idea to assert authority unless you are certain of the individual's mental health status.
- **Distressed individuals** are in need of listening and support.
- **Ask Direct Questions.** Ask the individual directly if he/she is drunk, confused or if he/she has thoughts of harming themselves. You need not be afraid to ask these questions. You will not be "putting ideas in their heads" by doing so. Most distressed individuals are relieved to know that someone has noticed and is paying attention.
- **Do Not Assume You Are Being Manipulated.** Only a thorough assessment can determine this. Attention-seeking or responsibility-avoiding individuals can have serious problems and be in danger, too.
- **Know Your Limits/Boundaries.** Respect any feelings of discomfort you may have as this may be a sign of over-extension in your helping; focus on getting them the assistance they require. You do not need to serve as a counselor.
- **Confidentiality.** Don't promise confidentiality to a student.
- **Keep a Written Record.** This will allow you to maintain details on your concerns for the individual and the efforts you have taken to assist the individual in getting help.
- **Offer to walk with** the individual to the UK Counseling Center or the VIP Center depending on their needs.

POLICY ON DISCRIMINATION AND HARASSMENT

The University of Kentucky, in its efforts to foster an environment of respect for the dignity and worth of all members of the University community, is committed to maintaining an environment free of prohibited discrimination, which includes sexual and other forms of harassment. Discrimination and harassment are prohibited between members of the University community and shall not be tolerated.

A complaint of discrimination or harassment may be initiated by contacting any dean, director, faculty member, department head, manager, supervisor, or other individual with supervisory or administrative responsibility. Any such individual who receives a complaint of discrimination or harassment shall report the allegation to the Office of Institutional Equity and Equal Opportunity.

Contact: Office of Institutional Equity and Equal Opportunity,
13 Main Building Phone: 859-257-8927

