



Crisis Assessment Risk Evaluation Behavioral Intervention Team Policy and Procedures

The University of Denver's Crisis Assessment Risk Evaluation Behavioral Intervention Team (CARE Team) aims to provide care and access to resources. The CARE Team strives to promote a safe and secure environment for our University community and to maintain the safety, health, and well-being of the University community through proactive, supportive, and collaborative approaches.

The CARE Team aims to address and manage patterns and/or instances of concerning behavior to support a student, consistent with the student's individual rights, while balancing the safety, health, and well-being of the University community.

Members of the University community should inform the CARE Team of any student exhibiting behavior(s) that are concerning, a significant disruption, and/or pose a substantial risk of harm by submitting a referral to [Student Outreach & Support \(SOS\)](#). SOS will respond to all such reports in a private manner, with information only released on a need-to-know basis in accordance with applicable federal and state laws and regulations.

For life threatening situations, first call 911, then notify Campus Safety at 303-871-3000.

In addition to implementing the following protocol for referrals of concerning or disruptive behaviors, the University may also refer such behavior to the Office of Student Rights & Responsibilities for action under the Honor Code, including but not limited to the Policy on the Disruption of the Learning Environment, and/or to the Office of Equal Opportunity & Title IX (EOIX) for evaluation pursuant to the University's Discrimination and Harassment Policy and applicable EOIX procedures.

The CARE Team is dedicated to the prevention, identification, assessment, intervention, and management of student situations and behaviors that pose:

- a significant disruption to the student's living and/or learning environment; and/or
- a substantial risk of harm to individuals and/or the safety, health, and well-being of the University community.

The CARE Team's primary modes of intervention to address patterns of concerning behavior are coordinated responses that include, but are not limited to, the following:

- Providing support and connection to University resources through initial outreach and meetings with Student Support Advisors assigned through Student Outreach & Support;

- Referring the student to Accessible DU: Student Disability Services (SDS) to determine whether the student is eligible for reasonable accommodations to assist the student in meeting their academic and community expectations;
- Issuing Behavioral Expectation Letters to outline behavioral expectations, connect students to appropriate campus and healthcare resources to address the concerning behavior, and developing a plan of action to help the student to remain in good standing with the University;
- Mandating an Individualized Assessment and/or Threat Assessment where applicable
- Exploring the voluntary withdrawal options pursuant to the University's Leave of Absence or Medical Leave of Absence policies;
- Requiring temporarily removal students from the University as an interim intervention; and/or
- Invoking the Mandatory Withdrawal Policy where applicable.

Support and Connection to University Resources through Student Outreach & Support

SOS assists students experiencing academic, social and/or personal difficulty, mental, emotional, or physical health concerns, and crisis situations. SOS staff review referrals to better understand the student's individual circumstances, and then Student Support Advisors aim to connect the students with relevant resources.

Reasonable Accommodations

When a student indicates that a mental, emotional, and/or physical health concern is a contributing factor to concerning or disruptive behavior, the student may be encouraged to meet with the Student Disability Services (SDS) staff to explore whether the student is eligible to request reasonable accommodations to assist the student in addressing the behavior, with input from the student's healthcare provider(s) as appropriate.

Behavioral Expectation Letters

The goal of a Behavioral Expectation Letter is to:

- Identify concerning behavior;
- Outline behavioral expectations;
- Connect students to appropriate campus, healthcare, and other resources to address concerning behavior; and
- Develop an action plan to help the student remain in good standing with the University.

A Behavioral Expectation Letter may require that the student consult with a licensed professional to perform an Individualized Assessment and/or Threat Assessment. The University may initiate an Individualized Assessment and/or Threat Assessment when:

- The student's behavior significantly disrupts the living and/or learning environment of others;

- The student may be unwilling and/or unable to carry out substantial self-care obligations; and/or
- The student's behavior poses a credible and substantial risk of harm to the safety, health, and/or well-being of individual(s) within the University community.

The results from the Individualized Assessment and/or Threat Assessment will inform the implementation of interim support strategies, referrals to other University resources, including possible reasonable accommodations, and other levels of intervention.

Temporary Removal

The University may temporarily remove a student from campus as an interim action if the Vice Chancellor for Student Affairs or designee, determines, after considering the reasonably available information, that the removal of the student is necessary to protect an individual or the University community from a credible and substantial risk of imminent harm.

Within three (3) to five (5) business days of the temporary removal decision, the University will provide the student who has been temporarily removed from the campus with the opportunity to meet either in-person or remotely with the Vice Chancellor for Student Affairs, or designee, to respond to the basis for the temporary removal and/or to present additional information. Following this meeting, the Vice Chancellor for Student Affairs, or designee, may either continue or rescind the temporary removal. If the temporary removal is rescinded, the University may proceed with a mandatory withdrawal, pursuant to the Mandatory Withdrawal policy. A temporary removal may remain in effect until the Vice Chancellor for Student Affairs, or designee, makes a determination regarding the student's status pursuant to the Mandatory Withdrawal policy.

Student Rights & Responsibilities

The Office of Student Rights & Responsibilities (SRR) oversees adherence to and has authority for resolving potential violations of the University of Denver Honor Code and/or the Policy on the Disruption of the Learning Environment. Should a student be unwilling to cooperate with University administrators in addressing patterns and/or instances of concerning behavior, the University may move forward with reporting the behavior and/or non-compliance to SRR. For more information regarding the Honor Code and the Policy on the Disruption of the Learning Environment, please refer to the [DU Honor Code](#).

Referral to Options for Withdrawal from the University

If a student is engaging in patterns of behavior that poses a significant disruption or threat to the student's living and learning environment and/or results in credible and substantial risk of harm to the safety, health, and/or well-being of individual(s) within the University community, the University may request that the student review voluntary withdrawal information, which

could include the University's Leave of Absence or Medical Leave of Absence policies.

Mandatory Withdrawal Policy

To promote safe and productive living and learning conditions, the University must balance the needs of the individual and those of the University community in determining when a student's behavior necessitates separation of that student from the University. The Vice Chancellor for Student Affairs & Inclusive Excellence, or designee, has the authority to initiate the process for mandatory withdrawal pursuant to the University's [Mandatory Withdrawal policy](#) when the Vice Chancellor for Student Affairs & Inclusive Excellence, or designee, determines that:

- The student poses a credible and substantial risk of harm to the safety health, and/or well-being to individuals within the University community or to the University community as a whole; or
- The student's behavior significantly disrupts or threatens the living and learning environment of other members of the University community.