



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 campus community and to maintain the safety, health, and well-being of the campus 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 campus 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 handle 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 for investigation of potential violations of the Honor Code, Disruptive Classroom policy, and/or Non-Discrimination and Harassment policies.

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 campus community.

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

- Support and connection to University resources through initial outreach and meetings with Student Support Advisors assigned through Student Outreach & Support;
- Initiation of the interactive process between the student and the AccessibleDU: Student Disability Services (SDS) to determine whether reasonable accommodations

will permit the student to meet their academic and community expectations;

- Issue Behavioral Expectation Letters to outline behavioral expectations, connect students to appropriate campus and healthcare resources to address the concerning behavior, and develop a plan of action to help the student to remain in good standing with the University;
- Mandate an Individualized and/or Threat Assessment where applicable
- Explore voluntary withdrawal options pursuant to the University's Leave of Absence or Medical Leave of Absence policies;
- Temporarily remove students from the University as an interim intervention; and/or
- Invoke 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 discuss and request reasonable accommodations that may be available 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 and/or Threat Assessment. The University may initiate an Individualized 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 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 and/or Threat Assessment will inform the implementation of interim support strategies, possible reasonable accommodations for the student, 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 oversees adherence to and has authority for investigating and resolving potential violations of the University of Denver Honor Code and/or Disruptive Classroom Policy. 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 the Office of Student Rights & Responsibilities. For more information regarding the Honor Code and Disruptive Classroom Policy, please refer to the [DU Honor Code](#).

Referral to Options for Withdrawal from the University

If a student is displaying 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 to individual(s) within the University campus community, a designated University official, typically Student Affairs & Inclusive Excellence staff, 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 campus 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](#) where the Vice Chancellor for Student Affairs & Inclusive Excellence, or designee, determines that:

- The student poses a credible substantial risk of harm to individuals within the University 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.