



Crisis Assessment Risk Evaluation Behavioral Intervention Team Policy and Procedures

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

The CARE Team is committed to providing care, support, and access to resources to promote a safe and secure environment for the University community. The CARE Team is comprised of University staff members who will intervene to manage patterns and/or instances of concerning behavior to support the individual student while balancing the safety, health, and well-being of the University Community.

The CARE Team policies and procedures are developed consistent with applicable University policies and federal and state laws and regulations, as well as consistent with standards of the National Association for Behavioral Intervention and Threat Assessment (NABITA).

Membership

The CARE Team is comprised of members of the following campus units (in consultation with additional campus partners who might work most closely with the student) to best inform support strategies with the student:

- Dean of Students
- Student Outreach & Support
- The Office of Student Rights & Responsibilities
- The Department of Campus Safety
- Health & Counseling Center
- Student Disability Services
- The Office of Equal Opportunity & Title IX
- Housing & Residential Education

Reporting

Members of the University community should inform the CARE Team of any student exhibiting behavior(s) that are concerning, causing 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 manner that recognizes the privacy of students' educational records, in accordance with applicable federal and state laws and regulations, and consistent with applicable University policies.

In addition to implementing the following protocol for referrals, the University may also refer such behavior for investigation of potential violations of applicable University policies, including but not limited to the Honor Code, Disruptive Classroom policy, and/or the Discrimination and Harassment Policy.

Except for instances with escalated concern for the student or the University community, the University will attempt to intervene through lower levels of support such as:

- Support and connection to University resources through initial outreach and meetings with Student Support Advisors assigned through Student Outreach & Support;
- Referral to Student Disability Services (SDS) to initiate the interactive process between the student and SDS to determine whether reasonable accommodations will permit the student to meet their academic and community expectations;
- Requiring the student to meet with certain University administrators to discuss concerning patterns of behavior and to further inform a support plan for the student. Following the meeting, the student will receive a summary letter of information discussed in the meeting.

Student Rights and Responsibilities

The Office of Student Rights & Responsibilities has the authority to resolve alleged violations of the University of Denver Honor Code. Students who engage in behaviors that may violate the Honor Code or do not comply with reasonable requests from University Officials may be referred to the Office of Student Rights & Responsibilities for action under the Honor Code.

For more information, please review the [University of Denver Honor Code](#).

CARE Team Intervention

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 the student; and/or
- the safety, health, and well-being of the University community.

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

- Issue Behavioral Expectation Letters to set forth behavioral expectations for the student, to connect the student to appropriate campus and healthcare resources to address the concerning behavior, and to develop a plan of action;
- Mandate an Individualized and/or Threat Assessment;
- Explore voluntary withdrawal options pursuant to the University's Leave of Absence or Medical Leave of Absence policies;
- Temporarily remove the student from the University as an interim intervention; and/or
- Invoke the Mandatory Withdrawal Policy.

CARE Team Interventions

Behavioral Expectation Letters

- The goal of a Behavioral Expectation Letter is to:
- Identify concerning behavior;
- Set forth behavioral expectations for the student;
- Connect the student to appropriate campus, healthcare, and other resources to address the concerning behavior; and
- Develop an action plan to help the student remain in good standing with the University.

Individualized 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 in the University community;
- 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 Assessment and/or Threat Assessment will inform the implementation of interim support strategies, possible reasonable accommodations for the student, and other levels of intervention.

Voluntary Withdrawal Options (Medical Leave of Absence)

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 community, Student Outreach & Support may request that the student review voluntary withdrawal information, which could include the University's Leave of Absence or Medical Leave of Absence policies. Student Outreach & Support is available to support the student in navigating the Medical Leave of Absence process.

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 upheld, 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.

Mandatory Withdrawal Policy

To promote safe and productive living and learning conditions, the University must balance the needs of the individual student 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 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 or designee determines that:

- The student poses a credible and 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.

Exchange of Information with Treating Physician, Licensed Mental Health Provider, or other Licensed Healthcare Provider

As a part of the CARE Team interventions (set forth above) the University may encourage or require a student to submit appropriate documentation to allow the exchange of information between the University and the student's healthcare provider(s) and/or other support system to facilitate collaboration over the support and care between University administrators, healthcare providers, support systems, and the student.

Students may be asked to submit a completed Health Insurance Portability and Accountability Act of 1996 (HIPAA) compliant consent form (Release of Information (ROI)) to their treating physician, licensed mental health provider or other licensed healthcare provider's office to authorize their healthcare provider to submit the required medical documentation to the University.

Students may also be asked to submit a Family Educational Rights and Privacy Act (FERPA) release permitting the University's Student Affairs staff to exchange information with the student's treating physician, licensed mental health provider or other licensed healthcare provider and/or a parent, guardian, or other support system.

For more information regarding protection of students' education records, please review the Office of the Registrar [FERPA/Privacy website](#).