What about Privacy?

The Family Educational Rights and Privacy Act (FERPA) permits the following:

- UAB faculty and staff may disclose personal identifiable information from an education record to appropriate individuals in connection with a health and safety emergency.
- Information may be released to parents, police, or others, if knowledge of the information is necessary to protect the health and safety of the student or other individuals.

Observations of a student’s conduct or statements made by a student are not education records or FERPA protected. Such information should be shared with University personnel when there is a specific need to know with appropriate consideration for student privacy.

Compassion

- UAB faculty/staff and graduate teaching/research assistants are in a unique position to demonstrate compassion for UAB students in distress.
- Both undergraduate and graduate students may feel alone, isolated, and even hopeless when faced with academic and life challenges. These feelings can easily disrupt academic performance and may lead to dysfunctional coping and other serious consequences.
- You may be the first person to see SOMETHING disturbing in a student since you have frequent and prolonged contact with them.

Change

- Sometimes students cannot or will not turn to family or friends. DO SOMETHING! Your expression of concern may be a critical factor in saving a student’s academic career or even their life.
- The purpose of this folder is to help you recognize symptoms of students in distress, and identify appropriate referrals to campus resources.

Action

- Students exhibiting troubling behaviors in your presence are likely having difficulties in various other settings, including in the classroom, with roommates, with family, and in social settings.
- Trust your instincts and SAY SOMETHING if a student leaves you feeling worried, alarmed, or threatened!

Resources & Tips

For UAB Students

- Assistant Vice President for Student Experience: (205) 934-4175
- INTO UAB Center: (205) 934-4688 uab.edu/global/into-uab
- UAB Career & Professional Development: (205) 934-4324 uab.edu/careerservices
- UAB Counseling Services: (205) 934-5816 uab.edu/counseling
- UAB Disability Support Services: (205) 934-4200 uab.edu/dis
- UAB Housing & Residential Life: (205) 966-0400 uab.edu/housing
- UAB International Student & Scholar Services: (205) 934-3328
- UAB Office of the Registrar (Academic Appeals/ Medical Withdrawal): (205) 934-8222 uab.edu/student/services/Registrar
- UAB One Stop: (205) 934-4300 uab.edu/onestop
- UAB Student Conduct: (205) 996-1512 uab.edu/studentconduct
- UAB Student Health Services: (205) 934-3581 uab.edu/studenthealth
- UAB Student Outreach: (205) 975-9509 uab.edu/studentoutreach
- UAB Title IX Coordinator: (205) 996-1340 uab.edu/titleix
- UAB Veteran Services: (205) 934-8804 uab.edu/veteranservices
- UAB Vulcan Materials Academic Success Center: (205) 934-8184 uab.edu/students/academics/student-success

For UAB Police

- Emergency: 911 or (205) 934-3535 uab.edu/police
- Non-emergency: (205) 934-4434 uab.edu/police

In the Community

- Crisis Center/ Rape Response: (205) 323-7777 crisiscenterbham.com
- National Suicide Prevention Lifeline (toll-free): 1 800-273-8255
- Jefferson County Health Department: (205) 933-9110 (205) 930-1175 STD Clinic
- Shelby County Health Department: (205) 664-2470
- Alabama Department of Human Resources: dhr.alabama.gov
- United Way Information & Referral Service: 211 211connectalabama.org
- UAB Employee Assistance & Counseling Center: (205) 934-2281 uab.edu/eap
- UAB HR Consultant/Employee Relations: (205) 934-4458
- UAB Title IX Coordinator: (205) 996-1340
- UAB Behavioral Threat & Management Assessment: uab.edu/threatassessment

Title IX

Any institution receiving federal financial assistance is governed by Title IX, which prohibits discrimination in the course of any educational programming or activities based on an individual’s sex, including but not limited to sexual harassment and violence. If the University knows, or reasonably should know, about issues that create a hostile environment, Title IX requires that immediate action is taken to eliminate the harassment, prevent its recurrence, and address its effects.

Step 1:
Always remember as a faculty or staff member of the University community, you have a duty to report a complaint. A complaint may be raised by virtually anyone, including the victim, a roommate, a teammate, a parent, or an employee. The alleged harasser can be an employee, another student, or a third party visiting campus.

Step 2:
The University’s duty is to the victim, and the entire community. Information reported to you is not confidential. While you can promise to keep the matter private, you cannot promise confidentiality to an individual. Complainants should be referred to the Title IX Coordinator. There are a limited number of University employees who can maintain confidentiality, including licensed mental health, medical professionals, and clergy. Reports made to other University employees must be referred to the Title IX Coordinator or a Deputy Coordinator, who can discuss in greater detail issues regarding confidentiality. A complainant can request anonymity, but to ensure that there is a consistent message, discussions regarding confidentiality should be had with the Title IX Coordinator(s).

To ensure consistency and compliance with Title IX, the Coordinator and/or Deputy addresses confidentiality issues, explains prohibition against retaliation, discusses procedural or next step options, and provides resources. The Title IX Coordinator must be notified of every complaint.

Step 3:
Always report possible Title IX violations to the Title IX Coordinator at (205) 996-1340 immediately; this includes rape, sexual harassment, and gender based discrimination.

Coordinators will assist with:
- access to medical and mental health treatment;
- reporting the offense to law enforcement;
- reporting the offense for campus policy investigation; and
- providing victim support and resources.

Safety First: The welfare of the campus community is the top priority when a student displays threatening or potentially violent behavior. Do not hesitate to call for help.

Be Direct: Don’t be afraid to ask students directly if they are under the influence of drugs or alcohol, feeling confused, or having thoughts of harming themselves or others.

Be Proactive: Engage students early on, setting limits on disruptive behavior.

Listen Sensitive & Carefully: Use a non-confrontational approach and a calm voice. Avoid threatening, humiliating, and intimidating responses.

Consultations & Documentation: Always document your interactions with distressed student and consult with your department chair/supervisor after any incident.

Follow Through: Direct the student to the physical location of the identified resource.
Indicators of Distress (What to look for)

Be aware of the following indicators of distress. Look for groupings, frequency, duration, and severity — not just isolated symptoms.

<table>
<thead>
<tr>
<th>Academic Indicators</th>
<th>Physical Indicators</th>
<th>Psychological Indicators</th>
<th>Safety Risk Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Sudden decline in quality of work or grades</td>
<td>● Marked changes in physical appearance, including deterioration in grooming, hygiene, or weight loss/gain</td>
<td>● Self-disclosure of personal distress, such as family problems, financial difficulties, contemplating suicide, grief</td>
<td>● Unprovoked anger or hostility</td>
</tr>
<tr>
<td>● Repeated absences</td>
<td>● Excessive fatigue/sleep disturbance</td>
<td>● Unusual/disproportional emotional response to events</td>
<td>● Physical violence (shoving, grabbing, assault, use of weapon)</td>
</tr>
<tr>
<td>● Disorganized performance</td>
<td>● Intoxication, hangovers, or smelling of alcohol</td>
<td>● Excessive tearfulness, panic reactions</td>
<td>● Implying or making a direct threat to harm self or others</td>
</tr>
<tr>
<td>● Multiple requests for extensions</td>
<td>● Disoriented or “out of it”</td>
<td>● Irritability or unusual apathy</td>
<td>● Academic assignments dominated by themes of extreme hopelessness, rage, worthlessness, isolation, despair, acting out, suicidal ideations/violent behaviors—a “cry for help”</td>
</tr>
<tr>
<td>● Overly demanding of faculty and staff time and attention</td>
<td>● Garbled, tangential, disconnected, or slurred speech</td>
<td>● Verbal abuse (e.g., taunting, badgering, intimidation)</td>
<td>● Stalking or harassing</td>
</tr>
<tr>
<td>● Bizarre content in writing or presentations</td>
<td>● Behaviors is out of context or bizarre</td>
<td>● Expressions of concern about the student by their peers</td>
<td>● Communicating threats via email, correspondence, texting, or phone calls</td>
</tr>
<tr>
<td>● You find yourself doing more personal rather than academic counseling during office hours</td>
<td>● Delusions and paranoia</td>
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</tbody>
</table>

UAB Care Team

The UAB CARE Team (Communicate, Assess, Refer, Educate) helps find solutions for students experiencing academic, social, and crisis situations, including mental health concerns. Members of the University community can report a concern for a student who might benefit from services. We review these reports to understand each student issue and the on- and off-campus resources that may guide them to success.

To make referrals:
- Visit www.uab.edu/careteam, click on Reporting, and click Report a Concern
- Call Student Outreach (205) 975-9509

Response Protocol (Who to contact)

Follow the chart to determine who to contact when working with a student of concern.

Is the student a danger to self or others, or does the student need immediate assistance for any reason?

**YES**

The student’s conduct is clearly and imminently reckless, disorderly, dangerous, or threatening and is suggestive of harm to self or others in the community.

Call the Police:
(205) 934-3535 or 911
Note: If dialing 911 from a campus phone, you will reach the UAB Police.

After speaking with police, report your concern to:
UAB Student Outreach
(205) 975-9509

**NO or I’M NOT SURE**

The student shows signs of distress, but I am not sure how serious it is. My interaction has left me feeling uneasy and/or concerned about the student.

Call UAB Student Outreach
(205) 975-9509
or
Call UAB Counseling Services for consultation
(205) 934-5816
or
for non-emergent consultation or reporting, call UAB Police
(205) 934-4434

After-hours & holidays
Report your concerns to UAB Care Team
www.uab.edu/careteam

**NO**

I am not concerned for the student’s immediate safety, but he/she is having significant academic and/or personal issues and could use some support or additional resources.

Refer the student to an appropriate campus resource. See next page for options, or for a complete list visit: uab.edu/studentoutreach
For support services, call
UAB Student Outreach
(205) 975-9509

Support for faculty and staff after working with a distressed student:
UAB Employee Assistance and Counseling Center
(205) 934-2281
www.uab.edu/eap