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 first the person to SEE SOMETHING! distressing in a student since you have frequent and prolonged contact with them.

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!

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 his/her life.
- The purpose of this folder is to help you recognize symptoms of students in distress and identify appropriate referrals to campus resources.

Resources & Tips

**For UAB Students**

- Title IX Interim Coordinator (205) 996-0132
- Title IX Deputy Coordinator (205) 975-9509
- UAB Student Advocacy, Rights & Conduct (205) 975-9509 uab.acr@uab.edu
- UAB Counseling Services (205) 934-5816 uab.edu/counseling
- UAB Disability Support Services (205) 934-4205 uab.edu/dss
- UAB Student Health Services (205) 934-3581 uab.edu/studenthealth
- UAB Student Services uab.edu/students/services
- UAB One Stop (205) 934-4300 uab.edu/onestop
- UAB Academic Success Center (205) 934-8184 uab.edu/students/academics/studentsuccess
- UAB Career & Professional Development Services (205) 934-4324 uab.edu/careerservices
- UAB Financial Aid (205) 934-8223 uab.finaid@uab.edu
- UAB Housing & Residential Life (205) 966-0040 uab.edu/housing
- UAB Office of the Registrar (Academic Appeals/Medical Withdrawal) (205) 934-9708 uab.edu/student/services/registrar
- UAB TRO Academic Services (205) 934-2729
- UAB Enrollment Operations (Veteran Services) (205) 934-8804 uab.edu/veteranservices
- UAB International Student & Scholar Services (205) 934-3328
- INTO UAB Center (205) 934-4406 uab.edu/global/into-uab

**For UAB Police**

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

**In the Community**

- Safety First: The welfare of the campus community is the top priority if 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.

See Something? Say Something. Do Something! Developed by UAB Student Advocacy, Rights and Conduct in August 2016. For additional copies of this folder, contact us at (205) 975-9509, sarc@uab.edu, or visit uab.edu/sarc.
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 Advocacy, Rights and Conduct (205) 975-9509

The CARE team steps in to connect students with relevant campus resources and outside agencies. Most times, we may need to communicate with the reporting party to help accurately assess the needs of the student. The CARE Team will also outreach to the student to understand his/her situation and develop a plan of action leading towards his/her success.

### Indicators of Distress (What to Look For)

#### Academic Indicators
- Sudden decline in quality of work or grades
- Repeated absences
- Disorganized performance
- Multiple requests for extensions
- Overly demanding of faculty and staff time and attention
- Bizarre content in writing or presentations
- You find yourself doing more personal rather than academic counseling during office hours

#### Physical Indicators
- Marked changes in physical appearance, including deterioration in grooming, hygiene, or weight loss/gain
- Excessive fatigue/sleep disturbance
- Intoxication, hangovers, or smelling of alcohol
- Disoriented or “out of it”
- Garbled, tangential, disconnected, or slurred speech
- Behaviors is out of context or bizarre
- Delusions and paranoia

#### Psychological Indicators
- Self-disclosure of personal distress, such as family problems, financial difficulties, contemplating suicide, grief
- Unusual/disproportional emotional response to events
- Excessive tearfulness, panic reactions
- Irritability or unusual apathy
- Verbal abuse (e.g., taunting, badgering, intimidation)
- Expressions of concern about the student by his/her peers

#### Safety Risk Indicators
- Unprovoked anger or hostility
- Physical violence (shoving, grabbing, assault, use of weapon)
- Implying or making a direct threat to harm self or others
- Academic assignments dominated by themes of extreme hopelessness, rage, worthlessness, isolation, despair, acting out, suicidal ideations/violent behaviors—a “cry for help”
- Stalking or harassing
- Communicating threats via email, correspondence, texting, or phone calls

### UAB CARE TEAM

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

**Response Protocol (Who to Contact)**

**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 Advocacy, Rights & Conduct
    (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 Counseling Services
    (205) 934-6816 or
    for non-emergent consultation or reporting:
    - 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/sarc
    For support services, call UAB Student Advocacy, Rights & Conduct
    (205) 975-9509