

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 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 their life.
- ◆ The purpose of this folder is to help you recognize symptoms of students in distress, and identify appropriate referrals to campus resources.

Developed by UAB Office of Student Conduct and Office of Student Outreach. For additional copies of this folder, contact us at (205) 975-9509, studentoutreach@uab.edu, or visit uab.edu/studentoutreach.

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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 reoccurrence, 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.

Resources & Tips

For UAB Students	
Assistant Vice President for Student Experience	(205) 934-4175
INTO UAB Center	(205) 934-4686 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) 934-4205 uab.edu/dss
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/students/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

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

- ◆ **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 Sensitively & 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.

In the Community	
Crisis Center/ Rape Response	(205) 323-7777 crisiscenterbham.com
National Suicide Prevention Lifeline (24-Hour)	1-800-273-8255 lifeline-gallery.org
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
U.S. Department of Education Federal Student Aid	studentaid.ed.gov fafsa.ed.gov
United Way Information & Referral Service	211 211connectsalabama.org

For Faculty/Staff	
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

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.

Academic Indicators	Physical Indicators	Psychological Indicators	Safety Risk Indicators
<ul style="list-style-type: none"> ◆ 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 	<ul style="list-style-type: none"> ◆ 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 	<ul style="list-style-type: none"> ◆ 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 their peers 	<ul style="list-style-type: none"> ◆ 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

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.

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 their situation and develop a plan of action leading towards their 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.

