

See something? Say something. Do something!

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 & 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• Behavior 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/disproportionate 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 a 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 Assistance & Support** at **(205) 975-9509**

BTAM

The UAB and UAB Medicine **Behavioral Threat Assessment and Management Team** (BTAM) uses a structured process to proactively evaluate and manage behavioral threats to the safety and well-being of members of the campus community. Team members represent a wide range of UAB and UAB Medicine departments.

How to report concerning behavior:

Any imminent threat to safety should be considered an emergency and immediately reported by dialing **911** or calling the **UAB Police** at **(205) 934-3535**.

Emergency situations include possession of a weapon on UAB property, physical assault or attempted assault, or explicit threats of harm.

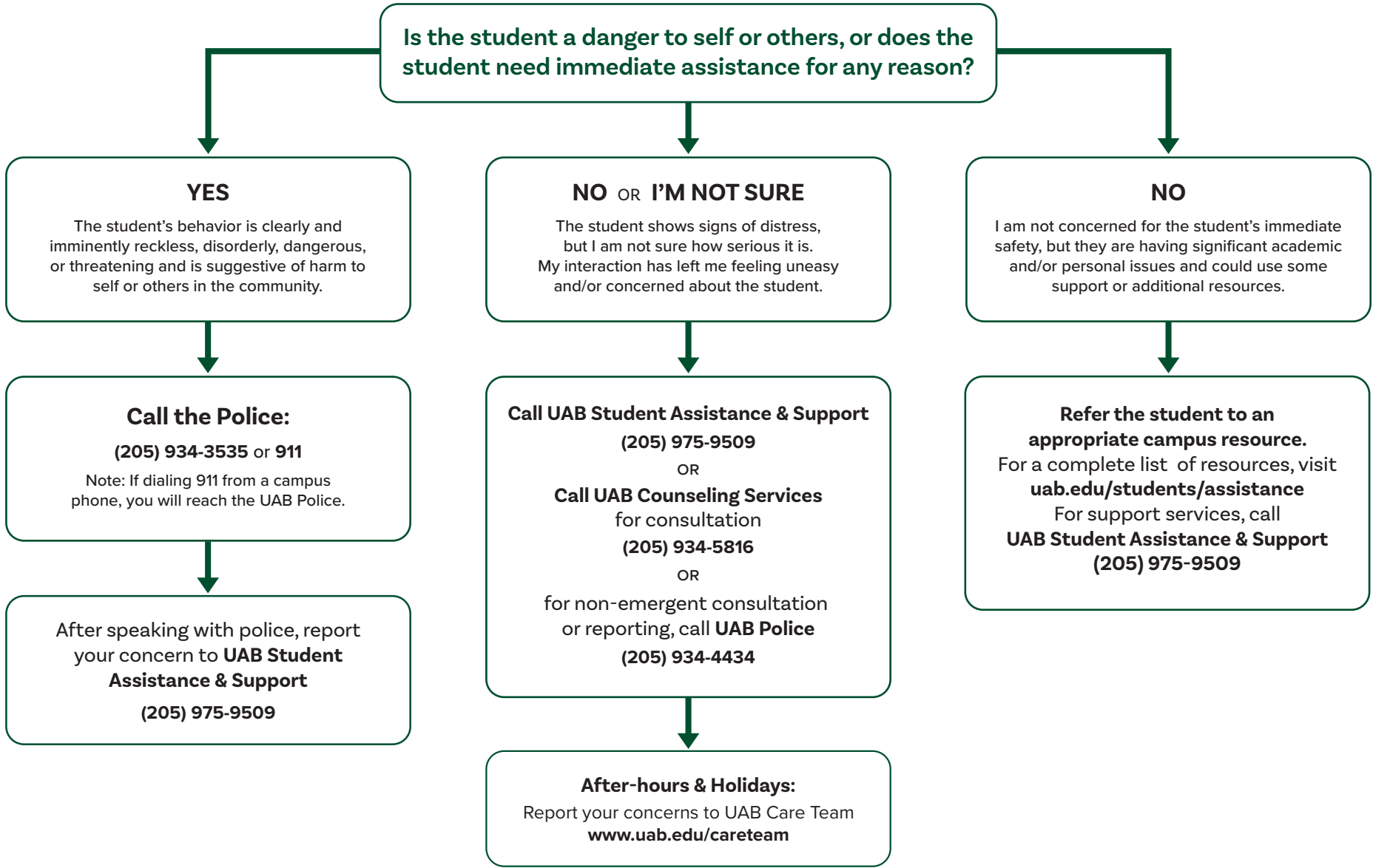
Threat concerns for non-emergency situations may be reported by contacting the **Division of Student Affairs** at **(205) 975-9509**.



STUDENT ASSISTANCE & SUPPORT
The University of Alabama at Birmingham

RESPONSE PROTOCOL: WHO TO CONTACT

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



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FACULTY/STAFF RED FOLDER

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ON-CAMPUS RESOURCES

For UAB Students	
Assistant Vice President for Student Experience	(205) 996-0132
INTO UAB Center	(205) 934-4686 uab.edu/global/into-uab
UAB Career Center	(205) 934-4324 uab.edu/careerservices
UAB Student Counseling Services	(205) 934-5816 uab.edu/counseling
UAB Disability Support Services	(205) 934-4205 dss@uab.edu uab.edu/dss
Housing & Residence Life	(205) 966-0400 studenthousing@uab.edu uab.edu/housing
UAB International Student & Scholar Services	(205) 934-3328 iss@uab.edu
UAB Office of the Registrar (Academic Appeals/ Medical Withdrawal)	(205) 934-9708 appeals@uab.edu uab.edu/students/services/registrar
UAB One Stop	(205) 934-4300 onestop@uab.edu uab.edu/onestop
UAB Community Standards & Student Accountability	(205) 996-1512 accountability@uab.edu uab.edu/studentconduct
UAB Student Health Services	(205) 934-3530 studenthealth@uab.edu uab.edu/studenthealth
UAB Student Assistance & Support	(205) 975-9509 studentoutreach@uab.edu uab.edu/studentoutreach
UAB Title IX	(205) 996-1340 titleixoffice@uab.edu uab.edu/titleix
UAB Veteran Services	(205) 934-8804 veteransaffairs@uab.edu uab.edu/veterans
UAB Vulcan Materials Academic Success Center	(205) 934-8184 vmasc@uab.edu uab.edu/studentsuccess



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

In the Community	
Crisis Center/ Rape Response	(205) 323-7777 crisiscenterbham.com
988 Suicide and Crisis Hotline	988 988lifeline.org

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



Be Proactive

Engage students early on, setting limits on disruptive behavior

Follow Through

Direct the student to the physical location of the identified resource.

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.

Consultations & Documentation

Always document your interactions with the distressed student and consult with your department chair/ supervisor after any incident.

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.

Listen Sensitively and Carefully

Use a non-confrontational approach and a calm voice. Avoid threatening, humiliating, and intimidating responses.

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