

CRISIS ASSESSMENT RISK EVALUATION (CARE) BEHAVIORAL INTERVENTION TEAM

Crisis Assessment Risk Evaluation (C.A.R.E.) Behavioral Intervention Team

Dear Campus Community,

As part of our culture of care and support, the University of Denver is committed to providing care and access to resources to create a safe and secure environment for our campus community to maintain our safety, health, and well-being. The C.A.R.E. team is comprised of staff and administrators across campus who are dedicated to crisis support and behavioral intervention in the best interest of the individual student and the campus community. The C.A.R.E. team takes a proactive, objective, supportive, and collaborative approach to the prevention, identification, assessment, intervention, management of, and coordinated response to situations and behaviors that may be disruptive or pose a risk of harm. As we care for both the individual student and the campus community, the following policies outline the ways in which the C.A.R.E. team intervene, identify behavioral expectations and other support strategies to help the student remain in good standing with the University. While the C.A.R.E. team leads this effort of behavioral intervention, every member of the community has a shared responsibility and shared ownership in the culture of care and support. In gratitude of our partnership,

The C.A.R.E. team

Overarching Policy

Crisis Assessment Risk Evaluation Behavioral Intervention Team Policy and Procedures The University of Denver's Crisis Assessment Risk Evaluation Behavioral Intervention Team (CARE Team) aims to provide care and access to resources. The CARE Team strives to promote a safe and secure environment for our University community and to maintain the safety, health, and well-being of the University community through proactive, supportive, and collaborative approaches. The CARE Team aims to address and manage patterns and/or instances of concerning behavior to support a student, consistent with the student's individual rights, while balancing the safety, health, and well-being of the University community. Members of the University community should inform the CARE Team of any student exhibiting behavior(s) that are concerning, 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 private manner, with information only released on a need-to-know basis in accordance with applicable federal and state laws and regulations. For life threatening situations, first call 911, then notify Campus Safety at 303-871-3000. In addition to implementing the following protocol for referrals of concerning or disruptive behaviors, the University may also refer such behavior to the Office of Student Rights & Responsibilities for action under the Honor Code, including but not limited to the Policy on the Disruption of the Learning Environment, and/or to the Office of Equal Opportunity & Title IX (EOIX) for evaluation pursuant to the University's Discrimination and Harassment Policy and applicable EOIX procedures. 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 individuals and/or the safety, health, and well-being of the University community.

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

- Providing support and connection to University resources through initial outreach and meetings with Student Support Advisors assigned through Student Outreach & Support;
- Referring the student to Accessible DU: Student Disability Services (SDS) to determine whether the student is eligible for reasonable accommodations to assist the student in meeting their academic and community expectations;
- Issuing Behavioral Expectation Letters to outline behavioral expectations, connect students to appropriate campus and healthcare resources to address the concerning behavior, and developing a plan of action to help the student to remain in good standing with the University;
- Mandating an Individualized Assessment and/or Threat Assessment where applicable
- Exploring the voluntary withdrawal options pursuant to the University's Leave of Absence or Medical Leave of Absence policies;
- Requiring temporarily removal students from the University as an interim intervention; and/or
- Invoking the Mandatory Withdrawal Policy where applicable.

Support and Connection to University Resources through Student Outreach & Support

SOS assists students experiencing academic, social and/or personal difficulty, mental, emotional, or physical health concerns, and crisis situations. SOS staff review referrals to better understand the student's individual circumstances, and then Student Support Advisors aim to connect the students with relevant resources.

Reasonable Accommodations

When a student indicates that a mental, emotional, and/or physical health concern is a contributing factor to concerning or disruptive behavior, the student may be encouraged to meet with the Student Disability Services (SDS) staff to explore whether the student is eligible to request reasonable accommodations to assist the student in addressing the behavior, with input from the student's healthcare provider(s) as appropriate.

Behavioral Expectation Letters

The goal of a Behavioral Expectation Letter is to:

- Identify concerning behavior;
- Outline behavioral expectations;
- Connect students to appropriate campus, healthcare, and other resources to address concerning behavior; and
- Develop an action plan to help the student remain in good standing with the University.

A Behavioral Expectation Letter may require that the student consult with a licensed professional to perform an Individualized Assessment 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;
- The student may be unwilling and/or unable to carry out substantial self-care obligations; and/or
- The student's behavior 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, referrals to other University resources, including possible reasonable accommodations, and other levels of intervention.

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 rescinded, 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.

Student Rights & Responsibilities

The Office of Student Rights & Responsibilities (SRR) oversees adherence to and has authority for resolving potential violations of the University of Denver Honor Code and/or the Policy on the Disruption of the Learning Environment. Should a student be unwilling to cooperate with University administrators in addressing patterns and/or instances of concerning behavior, the University may move forward with reporting the behavior and/or non-compliance to SRR.

For more information regarding the Honor Code and the Policy on the Disruption of the Learning Environment, please refer to the DU Honor Code.

Referral to Options for Withdrawal from the University

If a student is engaging in patterns of 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 of individual(s) within the University community, a the University may request that the student review voluntary withdrawal information, which could include the University's Leave of Absence or Medical Leave of Absence policies.

Mandatory Withdrawal Policy

To promote safe and productive living and learning conditions, the University must balance the needs of the individual and those of the University community in determining when a student's behavior necessitates separation of that student from the University. The Vice Chancellor for Student Affairs & Inclusive Excellence, or designee, has the authority to initiate the process for mandatory withdrawal pursuant to the University's Mandatory Withdrawal policy when the Vice Chancellor for Student Affairs & Inclusive Excellence, or designee, determines that:

- The student poses a credible and substantial risk of harm to the safety health, and/or well-being to individuals within the University community 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.

Individualized Assessment Policy

The University may initiate an Individualized and/or Threat Assessment for the following reasons:

- The student's behavior significantly disrupts the living and/or learning environment of others;
- The student may be unwilling and/or unable to carry out substantial self-care obligations; and/or;
- The student poses a substantial risk of harm to individuals within the University or to the safety, health, and/or well-being of the campus community.

The University of Denver's Crisis Assessment Risk Evaluation Behavioral Intervention Team (CARE Team) will direct the student to consult with a licensed mental health professional or threat assessment professional to complete the Individualized Assessment. The Dean of Students/Associate Vice Chancellor and Chair of the CARE Team will typically communicate the individualized assessment guidelines through a Behavioral Expectation Letter. The student is expected to follow through with the action plan set forth in the Behavioral Expectation Letter to remain in good standing with the University. The University has the right to review and approve the selection of the licensed professional who is completing the assessment.

The University will seek a release from the student under the Family Educational Rights and Privacy Act (FERPA) to provide the licensed professional with applicable sources of information related to the patterns of concerning behavior, if such records exist. These may include University incident reports/referrals, police reports, emergency room reports, and witness statements. The assessment may require multiple visits, and the student is responsible for payment of any associated costs or fees, on a pro-rated basis according to the degree of financial assistance the student receives. The University will request that the student sign a HIPAA Release of Information form for the assessor to provide the CARE team with findings and recommendations from the assessment.

Once the student submits the signed FERPA release, the University will send the selected provider the assessment form to complete. Based on the results of the Individualized Assessment, the University may recommend further action, including, but not limited to, resource referrals, discussions with the AccessibleDU: Student Disability Services (SDS) regarding reasonable accommodations, discussions of voluntary Medical or Personal Leave of Absence, Temporary Removal and/or a Mandatory Withdrawal.

Individualized Assessment

A comprehensive individualized assessment is a holistic approach to determine biological, psychological, and sociocultural factors that may be impacting the student's behavior.

Threat Assessment

When the University is concerned about the safety of the campus community, we may enlist the services of Nicoletti-Flater and Associates or another nationally recognized forensic psychology group, to provide the University of Denver's CARE Team with a threat assessment. This assessment may be either or both of the following:

1. An indirect, paper assessment—the University would provide the group information about the student/incident including, but not limited to, Student Rights and Responsibilities reports, Housing & Residential Education reports, various forms of communication, social media postings and any other pertinent information; and/or
2. A direct assessment—in addition to providing the group with information in accordance with an indirect, paper assessment, the University would mandate that the student would meet with a designated individual to discuss the incidents and behaviors of concern.

Student Rights & Responsibilities

The Office of Student Rights & Responsibilities oversees adherence to and has authority for resolving violations of the University Honor Code. Should a student be unwilling to cooperate with University administrators in addressing patterns and/or instances of disruptive behavior, the University may move forward with reporting the disruptive behavior and/or noncompliance to the Office of Student Rights & Responsibilities. For more information regarding the Honor Code, please refer to the DU Honor Code.

Mandatory Withdrawal Policy

Crisis Assessment Risk Evaluation Behavioral Intervention Team Mandatory Withdrawal Policy The University of Denver's Crisis Assessment Risk Evaluation Behavioral Intervention Team (CARE Team) is committed to providing care and access to resources to promote a safe and secure environment for our campus community and to maintain the safety, health, and well-being of campus community members through a proactive, objective, supportive, and collaborative approach. To promote safe and productive living and learning conditions, the University must balance the needs of the individual and the community in determining when a student's behavior warrants removal of a student from the University. Prior to initiating the Mandatory Withdrawal process, the University will:

- Determine on an individualized basis whether the University can implement reasonable accommodations through the AccessibleDU: Student Disability Services (SDS) to allow the student to remain at the University;
- When practicable and appropriate, facilitate a voluntary withdrawal under the University's Leave of Absence or Medical Leave of Absence policies;
- Conduct an Individualized and/or Threat Assessment based on the opinions and recommendations of the student's treating healthcare provider(s), the opinions and recommendations of any healthcare professional(s) consulted by the University, any other information the student chooses to provide, and the best available evidence to the University;

- Protect the student's privacy by disclosing information only on a need-to-know basis, in accordance with applicable federal and state laws and regulations, and only requiring the student to provide a HIPAA release for access to medical documentation that is reasonably necessary to complete an Individualized Assessment.

The University will initiate the Mandatory Withdrawal process only if, after the student has undergone an Individualized and/or Threat Assessment, (a) the University concludes that the student's continued participation in programs, courses or activities would require accommodations that would be unreasonable or fundamentally alter the nature of the programs, courses or activities; (b) the student rejects all reasonable accommodations offered and cannot meet the essential eligibility requirements of the programs; (c) even with all reasonable accommodations offered, the student cannot meet the essential eligibility requirements of the programs; or (d) the student is unwilling to carry out substantial selfcare obligations and/or poses a significant risk of serious harm to their own safety and/or the safety of member of the University community. If the student refuses to participate in an Individualized and/or Threat Assessment, the University may initiate the Mandatory Withdrawal process.

Process for a Mandatory Withdrawal

Except in emergencies (see Temporary Removal), the University will provide the student with at least five (5) business days advance written notice, including the following information:

- That the University is considering the student for a Mandatory Withdrawal;
- The basis for the possible Mandatory Withdrawal;
- The student's right to meet, either in person or remotely (at the sole discretion the Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee), with the Associate Vice Chancellor for Student Affairs or designee to respond to the basis for the possible Mandatory Withdrawal and to present additional information;
- The date, time, and location/manner of this meeting or instructions for scheduling this meeting;
- The student's right to have an advisor or support person, who may not speak on behalf of the student, with them during the meeting;
- A statement that the student's failure to attend this meeting will not prevent the University from moving forward with this process; and
- A statement that, if the student decides to withdraw voluntarily, the University will suspend the Mandatory Withdrawal process.

The Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee will make a decision regarding continuance or withdrawal from the University, in consultation with, at a minimum the Assistant Vice Chancellor of Health and Wellness or designee, Director of Student Outreach & Support or designee (Dean of Students Office), Director of Student Rights & Responsibilities or designee (Dean of Students Office) and the Associate Director of Campus Safety or designee. If the Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee determines that (a) the student poses a substantial risk of harm to individuals within the University or to the University community as a whole, or (b) the student's behavior significantly disrupts the living and learning environment of other members of the University community, the Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee has the authority to place the student on a Mandatory Withdrawal.

The University will prepare a statement of rationale to be filed with the student's record for any decision requiring a student's Mandatory Withdrawal and will include the requirements for re- admission to the University.

Student Rights & Responsibilities

The Office of Student Rights & Responsibilities oversees adherence to and has authority for resolving violations of the University of Denver Honor Code. Should a student be unwilling to cooperate with University administrators in addressing patterns and/or instances of concerning behavior, the University may move forward with reporting the concerning behavior and/or noncompliance to the Office of Student Rights & Responsibilities. For more information regarding the Honor Code, please refer to the DU Honor Code.

Reconsideration and Appeal Process for Mandatory Withdrawal

The appellate officer for students is the Vice Chancellor for Student Affairs or designee. Students may appeal the Mandatory Withdrawal by submitting a written appeal within five (5) business days of the date of the decision. The student's submission must state the specific grounds for reconsideration/appeal. Where the reconsideration/appeal is on the grounds of new, previously unavailable information, the student must submit that information with the written appeal.

The University will consider reconsideration/appeals based on the following grounds:

- The existence of procedural error(s) including concerns of bias or discrimination on the part of the decision makers.
- Presentation of new and significant information that was not reasonably available at the time of the initial review and would likely alter the decision.

Mere disagreement with the decision is not grounds for reconsideration/appeal.

The appellate officer will issue their determinations in writing within five (5) business days of the submission of the appeal. In extenuating circumstances, the appellate officer may notify the parties in writing that additional time is needed to issue a determination. For concerns of bias and

retaliation based upon a protected class, the student may file a report with the Office of Equal Opportunity & Title IX. Appeal determinations are final and are not subject to further review.

Returning from the Mandatory Withdrawal

Any student subject to a Mandatory Withdrawal may submit a written request to return to the University in the term following the student's withdrawal subject to the University's re-entry policies, and the student must include, at a minimum, any appropriate documentation demonstrating compliance with the conditions for re-admission, if applicable. The University may require the student to sign all reasonable and relevant records releases authorizing direct communication between the University and any individual holding information relevant to this matter, including but not limited to the student's medical provider(s), whether on-campus or off-campus, the student's friends and family, and/or employees of previous institutions the student attended, as appropriate.

For full consideration, the student must submit these materials at least 14 business days prior to the term in which the student is seeking to resume their studies. The student may also present any other relevant documentation or information that the student believes supports the request for return or re-admission.

The Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee, in consultation with at a minimum, the Executive Director of the Health and Counseling Center or designee and the Associate Director of Campus Safety or designee, will review the available information, the best available objective evidence, and, if applicable, current medical updated knowledge, to determine:

- whether the student has satisfied the conditions for re-admission, if applicable;
- whether the student can function appropriately in the living and learning environment of the University community;
- whether the student no longer poses a credible substantial risk of harm to individuals within the University or to the University community as a whole.

The Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee will notify the student in writing of the decision within five (5) business days of the receipt of the student's request unless the University can show good cause for the delay. If Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee approves the request for permission to return, the Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee may approve with the inclusion of additional recommendations or requirements.

If Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee denies the request, the University will include in the written communication what additional steps the student must take to meet the conditions for readmission. The Vice Chancellor for Student Affairs or designee will also include in the written communication information on appealing the denial.

The student may appeal the decision of the Dean of Students/Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee to the Vice Chancellor for Student Affairs or designee by submitting a written request and any supporting materials within five (5) business days of the date of the decision. The Vice Chancellor for Student Affairs or designee will promptly review all appropriate records and documentation and confer with appropriate campus professionals. The Vice Chancellor for Student Affairs or designee will then affirm, overturn, or modify the decision of the Associate Vice Chancellor for Student Affairs and Inclusive Excellence or designee and communicate the decision to the student in writing within five (5) business days, unless the University can show good cause for delay. This decision is final and is not subject to further review.

For students placed on a Mandatory Withdrawal for medical reasons, they will be required to go through the medical re-entry process as outlined in the Medical Leave of Absence and Re-Entry policy.

Courses Dropped

Each course that is dropped after the first week of the term will result in a withdraw notation ("W") on the student's transcript regardless of the reason for the drop. A "W" is an appropriate registration status indicating that a student withdrew after the first week of the quarter. "Ws" are not factored into the student's grade point average (G.P.A.).

Student Records

Information the student provides to the University as part of the Mandatory Withdrawal process Updated August 2023 | 4 from classes will be considered protected by the Family Educational Rights and Privacy Act (FERPA).

Financial Obligations

The student must meet all financial obligations to the University by published deadlines. Failure to do so could mean that the student would not be eligible to register upon return to the University.

Health Insurance Information

All degree-seeking students enrolled for one (1) or more hours of graded credit and who are actively attending classes or completing other required course work toward a degree are eligible to enroll in the DU Student Health Insurance Plan. However, students must actively attend classes for at least the first thirty-one (31) days after the date for which coverage is purchased. Students subject to mandatory withdrawal from classes in the first

thirty-one (31) days of class are not eligible for Student Health Insurance Plan coverage. If the Student Health Insurance Plan provider discovers that a student has not met the eligibility requirements, their only obligation is to refund the premium.