Policy Statement. UNT is committed to providing a working environment that is conducive for employees to grow in their professional fields while providing a safe campus environment. Through the creation of a collaborative interdisciplinary team, UNT will provide a caring, program of identification, assessment, intervention and response to individuals in crisis or whose mental, emotional or psychological health condition directly threatens the university community.

Application of Policy. All university.

Definitions.

1. CARE (Campus Assessment, Response, Evaluation) Team. “CARE Team” is a collaborative interdisciplinary team of university officials who convene to provide individualized assessments, based on reasonable judgment that relies on current factual information or the best available objective evidence, to ascertain whether an employee or individual may pose a direct threat to themselves or the university community.

2. Direct threat. “Direct threat” means a significant risk of causing substantial harm to the health or safety of an employee, student, or other members of the university community.

3. Employee. “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity as faculty or staff, or who is required to be a student as a condition of employment.

4. Significant risk. “Significant risk” means a high probability of substantial harm that is not just a speculative or remote risk.

5. University community. “University community” means all employees, students, guests, visitors, and individuals and organizations doing business on behalf of UNT on the campus premises.

Procedures and Responsibilities.

I. The CARE Team is composed of representatives to include:

   a. The Director of Human Resources (or their designee). This role will serve as chair of the team;

   b. The Chief of the University Police Department (or designee)

   c. The Dean of Students (or designee);

   d. The Director of Counseling and Testing Services (or designee);
e. A representative from the Office of the Provost/Vice President for Academic Affairs;
f. The composition of the team may be adjusted as needed based upon specific situations to include representation from other divisions or departments on campus.

II. The purpose of the CARE Team is to:

a. Monitor and/or provide a systematic response to situations involving individuals who may pose a direct threat to themselves or to the health and safety of members of the university community.
b. Provide a multi-disciplinary panel of human resources, law enforcement, and health and administrative professionals to share and assess information and develop an appropriate institutional response.

III. Referrals to the CARE Team:

a. Any individual who has concern for the well-being or safety of a member of the university community, or who has reason to believe that an individual may pose a direct threat to themselves or to the university community, may refer them to the CARE Team. Behavioral indicators may include but are not limited to:

i. Threats of harming self or others;
ii. Statements related to suicide, death, dying, or feelings of hopelessness;
iii. Unusual or exaggerated emotional responses, to include outbursts of anger, screaming, crying, or yelling;
iv. Unusual communications or correspondence;
v. Confusion or disorientation;
vi. Dramatic changes in personal appearance or hygiene;
vii. Change in pattern of interaction that is beyond what was previously experienced with the individual.

Responsible Party: University community.

IV. Methods of Reporting:

a. An individual who believes there is imminent danger or harm should immediately call 911.
b. An individual who is wishing to report behavior or concerns as outlined in this policy where there is not a belief of imminent danger or harm should submit referrals via email to careteam@unt.edu or voicemail at 940-565-4373.

V. Assessment of Referrals:

a. The CARE Team will conduct an individualized assessment of all referrals which
may include:

i. Consultation with the individual who is the subject of the referral;

ii. Consultation with administrators, faculty, staff, students or other individuals who may have been witness to or impacted by specific behaviors of the individual;

iii. Consultation with other appropriate health care providers or subject matter experts to assess risk.

**Responsible Party:** CARE Team.

VI. In response to a referral assessment, the CARE Team may recommend any of the following actions to the appropriate university official or entity.

a. Consultation with the employee to provide resources of assistance such as the Employee Assistance Program and/or any community resources that may be available;

b. Notifying the employee of their rights to include any protected leave under federal or state law or UNT policy;

c. Periodic follow-ups;

d. Performance Improvement Plan;

e. Administrative Leave;

f. Disciplinary action including termination of employment;

g. Trespass Warning;

h. Criminal Prosecution;

i. Emergency Detention Assessment

**Responsible Party:** CARE Team.

**References and Cross-references.**

UNT Policy 05.045 Workplace Violence
UNT Policy 05.033 Staff Employee Discipline and Involuntary Termination
UNT Policy 06.025 Faculty Misconduct and Discipline

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