



Policy Chapter: Chapter 5 Human Resources

Policy Number and Title: 05.002 CARE Team

I. Policy Statement

The University of North Texas (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.

II. Application of Policy

All University

III. Policy Definitions

A. *CARE (Campus Assessment, Response, Evaluation) Team*

“CARE Team,” in this policy, 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.

B. *Direct Threat*

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

C. *Employee*

“Employee,” in this policy, 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.

D. *Significant Risk*

“Significant risk,” in this policy, means a high probability of substantial harm that is not just a speculative or remote risk.

E. *University Community*

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

IV. Policy Responsibilities

A. Purpose

The CARE Team is a multi-disciplinary panel charged with monitoring situations involving individuals who are in crisis or may pose a direct threat to themselves or to the health and safety of members of the university community and developing an appropriate institutional response.

B. Composition

The CARE Team composition is composed of the following individuals, but may be adjusted as needed based upon specific situations to include representation from other divisions or departments on campus:

1. Dean of Students or their designee (this role will serve as chair of the CARE team),
2. Chief of the University Police Department or designee,
3. Director of Human Resources or designee,
4. Director of Counseling and Testing Services or designee, and
5. a representative from the Office of the Provost/Vice President for Academic Affairs.

C. Referrals to the CARE Team

Any individual who has concern for the well-being or safety of a member of the UNT 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:

1. threats of harming self or others;
2. statements related to suicide, death, dying, being a victim of violence or feelings of hopelessness;
3. unusual or exaggerated emotional responses, to include outbursts of anger, screaming, crying, or yelling;
4. unusual communications or correspondence;
5. confusion or disorientation;
6. dramatic changes in personal appearance or hygiene; and/or
7. change in pattern of interaction that is beyond what was previously experienced with the individual.

D. Methods of Reporting

1. An individual who believes there is imminent danger or harm should immediately call 911.
2. 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.

E. Assessment of Referrals

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

1. Consultation with the individual who is the subject of the referral.
2. Consultation with administrators, faculty, staff, students, or other individuals who may have been witness to or impacted by specific behaviors of the individual.
3. Consultation with other appropriate health care providers or subject matter experts to assess risk.

F. CARE Team response to referral assessment

The CARE Team may recommend any of the following actions to the appropriate university official or entity:

1. consultation with the employee to provide resources of assistance such as the Employee Assistance Program and/or any community resources that may be available;
2. notifying the employee of leave options, including their rights to any protected leave under federal or state law or UNT policy;
3. periodic follow-ups;
4. performance Improvement Plan;
5. disciplinary action including termination of employment;
6. trespass warning;
7. criminal prosecution; and
8. emergency detention assessment.

V. References and Cross-References

[UNT Policy 05.033, Staff Employee Discipline and Involuntary Termination](#)

[UNT Policy 05.045, Workplace Violence](#)

[UNT Policy 06.025, Faculty Misconduct and Discipline](#)

VI. Revision History

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