



Help! There's a Problem in my Classroom: Managing and Referring Student Behavior Concerns

Dean of Students Office
Equity Office
Sexual Assault Prevention and Advocacy

Casey Peterson
Emily Frazier
Emily McGann
Megan Talcott



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Behavior Intervention Team

- Collaborative interdisciplinary team that meets to review and discuss (and potentially intervene with) students exhibiting behaviors indicative of crisis and elevated risk
 - Dean of Students, Counseling Center, Residence Life, University Police, & Assistant Attorney General
- Provide consultation, address behavior/set parameters, and refer to campus/community resources, as appropriate



Identifying Students in Crisis-Responding, Assisting, and Referring

Level 1-Early Intervention (This is almost always best addressed by the party noticing the behavior)

- Changes in academic performance, patterns, physical appearance etc.
- Problems concentrating & remembering things or making decisions

Level 2-Behavioral Intervention (This is often still best addressed by the party noticing the behavior)

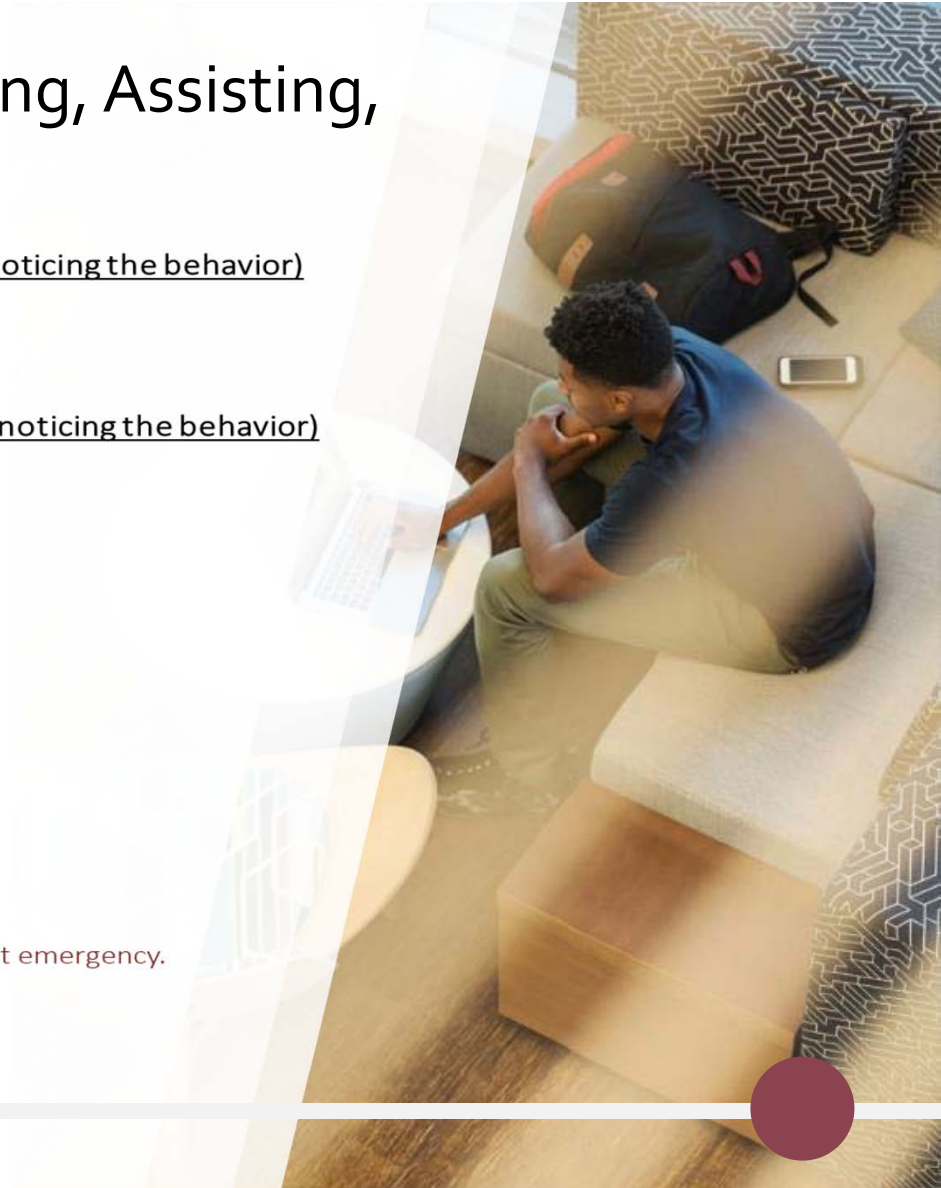
- Repetitive behaviors
- Unusual or exaggerated emotional responses

Level 3-Threat Assessment

- Highly disturbed behavior and/or outbursts
- Inability to communicate clearly and/or loss of contact with reality
- Suspiciousness, irrational feelings of persecution
- Statements related to death or dying or feelings of hopelessness
- Threats of harming self or harming others

Level 3 behaviors may often transcend from a student in crisis to a student emergency.

Call University Police at 231-8998 for immediate assistance.



Helping Students in Distress, Crisis, and Emergencies

Level 1 and 2

- Talk to the student in private
- Express your concern in non-judgmental terms
- Identify options available to the student
- Ask if the student is considering suicide
- Make appropriate referrals, if necessary

Level 3

- Stay calm
- Find someone to stay with the student if possible and safe to do so
- Call University Police (701-231-8998) or 911

Responding to Suicidal Concerns

- Connect students with health professionals
- Suicide attempts are first and foremost a medical emergency. If danger or suicidal behavior appears imminent: 1) Stay calm and 2) Contact University Police (701-231-8998) or dial 911.
- If danger or suicidal behavior does not appear imminent, consult with the NDSU Counseling Center (701-231-7671) about handling the situation.



A photograph of four students sitting around a table in a library, engaged in a study session. They are looking at a laptop and some papers. The background shows bookshelves filled with books. The image has a semi-transparent blue overlay on the left side and a semi-transparent red overlay at the bottom left.

Student Conduct Process

Rooted in respect for the NDSU community, protection and rights of others, and all students in the conduct resolution process



Code of Student Conduct Flowchart Policy 601

-Receipt of Incident Report

-Investigation

-Notice of Alleged Violations

-Prehearing Conference

-Administrative Hearing

-Notice of Decision

-Appeal and Response

Student Conduct Outcomes: Sanctions and Conditions

- Sanctions define a student's current status with the university: Warning, Conduct Probation, Supervised Conduct Probation, Conduct Suspension, and Conduct Expulsion
- Conditions are assigned to assist with student learning, growth, development, and sometimes safety: Alcohol/Other Drug Programming, Evaluations, and/or Testing; Written Reflection or Research Assignments; Participation in Programs and Activities; Restricted Access/Loss of Privileges; Restitution; No Contact Orders



NDSU Non-Discrimination Policy

Equal Opportunity and Non-Discrimination Policy at NDSU (Policy 100)

“North Dakota State University is fully committed to equal opportunity and prohibits discrimination and harassment against any individual on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, status as a U.S. veteran, or participation in lawful activity off the employer’s premises during nonworking hours which is not in direct conflict with the essential business-related interests of the employer.”



NDSU Title IX Policy

Sexual Harassment, Gender-based Harassment, Sexual Misconduct, and Title IX at NDSU (Policy 162)

“North Dakota State University is committed to providing a safe, healthy, and non-discriminatory learning, living, and working environment for all members of its university community that is free from sex discrimination of any kind.”



Title IX Covers...

- Athletic opportunities
- Educational opportunities
- Sexual misconduct
- Sexual assault
- Pregnant and/or parenting individuals
- Transgender and gender nonconforming individuals
- Sexually diverse individuals

What is Your Responsibility?

- All employees who receive a report of discrimination, harassment, or retaliation *involving a student* must contact the Title IX Coordinator/ Equity Office;
- All employees who observe discrimination, harassment, or retaliation *involving anyone* must contact the Title IX Coordinator/Equity Office;
- When in doubt, contact the Title IX Coordinator/Equity Office for guidance.

Policy 156, Section 10 – Mandatory Reporting Responsibilities

Filing a Discrimination Complaint

If discrimination or harassment is observed or reported to you...

Contact Title IX Coordinator/Equity Office
(201 Old Main, 701-231-7708, ndsueoaa@ndsueoaa.ndsu.edu);
Discrimination/Harassment/Retaliation Report Form:
Online form is available at: www.ndsu.edu/equity/forms/.

Policy 156, Section 10 – Mandatory Reporting Responsibilities

Campus Resources

- Resource Guide & Bookmark
- Equity Office
- SAPA Coordinator*
- Counseling Center*
- Student Health Service*
- Office of the Ombudsperson
- Other Resources

*NDSU Confidential Reporters
Policy 156, Section 10 – Mandatory Reporting Responsibilities

We are here to help



Canan Bilen-Green
Vice Provost for Faculty & Equity
Title IX/ADA Coordinator
Old Main 201, 701.231.7708
Canan.Bilen.Green@ndsu.edu



Angela Bachman
Academic Personnel Coordinator
Old Main 201, 701.231.7150
Angela.Backman@ndsu.edu




Colleen Heimstead
Associate Athletics Director for Compliance
Deputy Title IX Coordinator
Bison Athletics, 701.231.5696
Colleen.Heimstead@ndsu.edu



Heather Higgins-Dochtermann
Institutional Equity Investigator
Deputy Title IX Coordinator
Old Main 201, 701.231.7107
Heather.HigginsDocht@ndsu.edu



Emily McGann
Civil Rights/Title IX Investigator
Deputy Title IX Coordinator
Old Main 201, 701.231.7159
Emily.McGann@ndsu.edu



Questions?
Equity Office
201/202 Old Main-701.231.7708
ndsu.eoaa@ndsu.edu



As there is nothing normative about being sexually victimized, there cannot be a “normal” reaction to such a traumatic event

-Patricia L. Fanflick



Responding to a Disclosure

- Fight/Flight/Freeze
- Post-it Note Analogy
- Delayed Report-More common than we think
- Reasons for delay:
 - Fear of belief or blame
 - Avoidance
 - Shame or embarrassment
 - Belief they are to blame
 - Fear nothing will be done
 - Fear of perpetrator
 - Cultural/religious reasons

Responding to a Disclosure

- Stay calm
 - Remember, you don't have to "fix" it, just listen to be supportive
- Find a private place to talk with the student
- Remember your role
 - You are not a judge, lawyer, or police officer
 - Do you want to know or need to know?
- Check for Safety
 - Hospital, Safe in room/on-campus
- Silence is okay
- Respect survivors choices
- Reminder of confidentiality
 - Discuss campus and community resources



Helpful Phrases

- I believe you
- I am hear to listen
- What can I do to help?
- You are not alone
- This was not your fault
- Thank you for trusting me
- Thank you for sharing with me
- You can share as much or as little as you would like

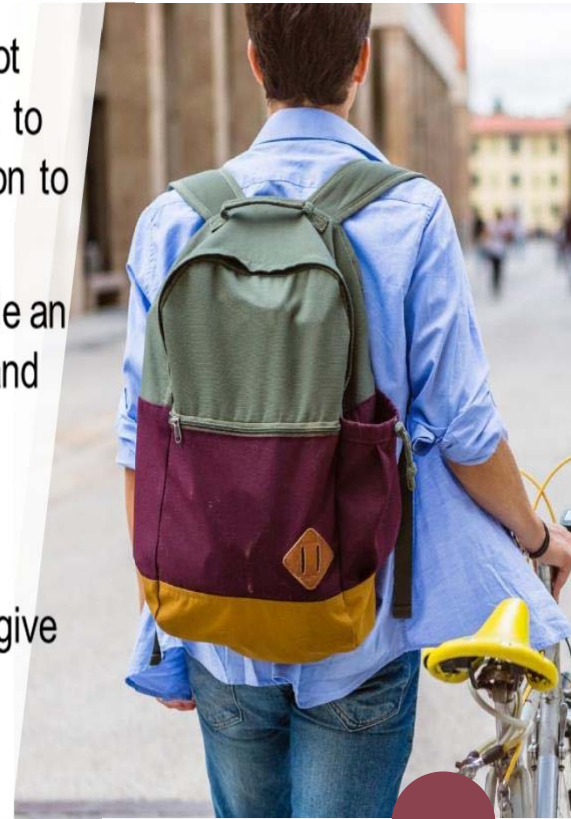
Advocacy

Advocacy Is:

- Trauma Informed. Advocates understand the impact of trauma on all aspects on a survivor's life.
- Always the survivor's choice. Advocacy should work toward empowering survivors and giving voice to those impacted by violence. We are not here to tell you what to do, but to help you understand your options so you can make the decision that works best for you.
- Confidential. Survivors should be able to tell their story on their own terms only when they are ready

Advocacy Is Not:

- Advocacy is not therapy. While it is not mandatory, survivors are encouraged to look into therapy/counseling in addition to their work with an advocate.
- Advocacy is not medical advice. While an advocate can help survivors understand their options, they cannot provide medical advice.
- Advocacy is not legal advice. An advocate is not a lawyer and cannot give legal advice.





Thank you in advance for the care and concern of our students!

Questions?