A FACULTY & STAFF GUIDE TO SUPPORTING OUR STUDENTS

LET’S A.N.C.H.O.R. OUR RAMS!

WHO DO I CALL WHEN A STUDENT...

**EMERGENCY**

...IS A THREAT?
Conduct is clearly and imminently reckless, disorderly, dangerous, threatening, including self-harmful behavior:
**URI Police (401) 874-2121** or South Kingstown Police 911

...IS IN DISTRESS?
Student is troubled, confused, very sad, highly anxious:
**Counseling Center (401) 874-2288**

NON-EMERGENCY

...NEEDS SUPPORT?
Student’s behavior is not a threat but is interfering with learning:
**Early Alert Services (401) 874-5527**
web.uri.edu/earlyalert/referral-form

**ON-CAMPUS:**
- Counseling Center 401-874-2288
- Couple and Family Therapy Clinic 401-874-5956
- Dean of Students Office 401-874-2098
- Disability Services for Students 401-874-2098
- Early Alert Services 401-874-5527
- Gender and Sexuality Center 401-874-2894
- Health Services 401-874-2246
- Multicultural Student Services Center 401-874-2851
- Psychological Consultation Center 401-874-4263
- Title IX/Affirmative Action 401-874-2442
- Women’s Center/Violence Prevention & Advocacy Services (VPAS) 401-874-9131
- URI Police (Community Outreach) 401-874-4397
- URI Police (Emergency On-Campus) 401-874-2121

**OFF-CAMPUS:**
- Narragansett Police (Routine) 401-789-1091
- North Kingstown Police (Routine) 401-294-3316
- South Kingstown Police (Routine) 401-783-3321

**WARNING SIGNS OF A STUDENT IN DISTRESS**

Students exhibiting troubling behaviors may have difficulties in various settings besides the classroom. You may be the first contact person who is in a position to help a student in need. Being aware of distress signals, ways to intervene, and resources to help the student may assist you in responding effectively to such an event. If you find yourself feeling worried, alarmed, or threatened, take signs of distress seriously. Help ANCHOR the student by calling for assistance and reporting your concerns to the suggested contact. You might be the one saving a student’s life by being available in the right place at the right time.

**IF YOU HAVE CONCERNS, IT’S IMPORTANT TO RESPOND!**

If you have concerns about a student, speak with them privately if at all possible. If you are unsure what to do, it is best to err on the side of caution and consult with the appropriate resources. The information and recommendations that follow are consistent with, and supported by, the URI Community Standards of Behavior and the Faculty Handbook: web.uri.edu/student-affairs

URI • Kingston
IF YOU ARE CONCERNED, BUT THE STUDENT DOES NOT POSE A THREAT...

**ACADEMIC CONCERNS**

- Early Alert Services 401-874-2527
- Dean of Students Office 401-874-2098

**ASSIGNMENTS**

- Missed assignments
- Don't get an e.g., can't accept

**BEHAVIOR**

- Homelessness
- Withdrawn from class engagement
- Frequent attempts to obtain extension on assignment or postpone test taking
- Failure to respond to repeated communication attempts
- Heightened signs of depression or anxiety around course performance (See Depression/Anxiety)
- Repeated absences from class, section, or lab
- Missed assignments, exams, or appointments
- Determination in quality or quantity of work
- Extreme disorganization or erratic performance
- Written, verbal or artistic expression of unusual violence, morbidity, social isolation, despair, or confusion; essays or papers that focus on suicide or death (See Threats to Self or Others or Depression/Anxiety)
- Patterns of perfectionism: e.g., can’t accept themselves if they don’t get an A
- Overblown or disproportionate response to grades or other evaluations

**COMUNICATION**

- Harassing, Inappropriate, or Sensitive
- Disturbing, Inappropriate, or Sensitive Content in the Work of Student
- Disclosure of personal trauma, assault or abuse
- References to suicidal thoughts or severe depression
- Violent or morbid content that is disturbing or threatening
- Sexual content that is disturbing or excessively graphic
- Bizarre or incoherent content
- Disclosure of severe problems with alcohol or drug abuse
- Lengthy/ranting emails, voice mails, social media posts, etc.

**DEPRESSION / ANXIETY**

- Poor academic performance or a significant decline in academic performance (See Academic Concerns/Decreased Performance)
- Angry or hostile outbursts, yelling, or aggressive comments
- Significantly more withdrawn or more animated than usual
- Emotional outbursts including crying or tearfulness and/or inappropriate laughter
- Expressions of severe anxiety or irritability
- Excessively demanding or irritable behavior
- Emotional outbursts including crying or tearfulness and/or inappropriate laughter
- Aggression or anger, including fighting or verbal abuse
- Difficulty thinking, concentrating, and remembering
- Recurrent thoughts of death or suicide
- Lack of interest or pleasure derived from activities that were once enjoyed
- Muscle tension, physical weakness
- Poor memory
- Sweaty hands
- Fear or confusion
- Inability to relax, constant worry
- Shortness of breath, palpitations
- Upset stomach
- Deterioration in physical appearance (See Physical Appearance/Health/Wellness)
- Significant weight loss/gain
- Eating problems

**MEDICAL CONCERNS**

- Students with these symptoms may be referred to URI Health Services by a counselor or if the student states they do not want you to call.

**SUBSTANCE ABUSE**

- If you believe a student is currently impaired in class, or if a student is actively using substances in the classroom, contact URI Police/Emergency at 401-874-2121.
- The student seems preoccupied with or makes frequent references to alcohol/drug use (e.g., when they will next drink/use, taking in class about alcohol/drug use, and/or legal/disciplinary/moral results of use.)
- The student or someone else has expressed concerns about their use
- Decline in academic performance or functioning
- Deterioration in physical appearance (bloodshot eyes, dilated pupils, trembling hands, etc.)
- Smelling of alcohol or other substances

**EMERGENCY**

- If you have concerns about the student’s well-being, contact:
  - Counseling Services 401-874-2288
  - On-Campus URI Police 401-874-2121
  - Off-Campus 911

**THREAT TO SELF OR OTHERS**

- If you believe the individual or others are in danger call:
  - On-Campus URI Police 401-874-2121
  - Off-Campus 911

**Non-Emergency**

- If you have concerns about the student’s well-being, contact:
  - Counseling Services 401-874-2288
  - Walk-in visits are welcome!
PREPARING TO REACH OUT TO THE STUDENT:
• Familiarize yourself with the campus resources and the referral process
• Consult with the resources to explore the issues involved and course of intervention
• Review your physical environment and make provisions for your safety and that of others. If necessary, notify colleagues in close proximity of your intended intervention
• Allow sufficient time to thoroughly address the issues of concern
• Remain calm and know who to call for help in case of need
• When a student expresses a direct threat to self or others, or acts in a bizarre, highly irrational and disruptive way, call URI Police
• If you decide not to have direct contact with the student, report the incident to the suggested resource immediately

WHEN ENGAGING WITH A STUDENT:
• Connect with the distressed student. If safe, meet and talk in private to minimize embarrassment and defensiveness
• Clearly express your concerns focusing on the behavior in non-disparaging terms
• Do not challenge, or become argumentative with the student
• Listen empathetically and supportively. Repeat the student’s statement to clarify and to demonstrate an understanding of the student’s perspective
• Do NOT try to minimize the student’s perspective
• Ask if the student is considering suicide. Asking does not plant ideas in the student’s mind!
• Offer supportive alternatives.
• Respect the student’s privacy, do not promise confidentiality
• Explore the student’s support system(s)
• Offer resources

MAKING A REFERRAL:
• Be honest with the student about your limits (time, expertise, student’s reluctance to talk)
• Direct student to a preferred assistance source
• Recommend services and provide student with realistic expectations
• Frame any decision to seek and accept help as an intelligent and wise choice
• Reassure them that students often seek help over the course of their college career to effectively achieve their goals
• Make sure the student understands what actions are necessary
• Encourage and assist the student to make and keep an appointment
• If necessary, find someone to stay with the student while calls to the appropriate resources are made, and offer to escort the student
• Set a follow-up appointment with the student

YOU MIGHT HELP SAVE A STUDENT’S LIFE BY BEING IN THE RIGHT PLACE AT THE RIGHT TIME.

The A.N.C.H.O.R Team is the hub for the network of campus resources, with a focus on prevention and early intervention in situations involving individuals displaying concerning or disruptive behaviors, or navigating complex family and personal concerns that may impact academic progress. The team will develop intervention plans specific to the needs of the individual on a case-by-case basis. Recommended support strategies and interventions will work in accordance with existing university policies.