

So, you are contemplating how to best convey the material for that next class you teach or presen-WDWLRQ \RX¶UH PDNLQJe how<RbootWKLQN VKRZLQJ WKDW PRYLH WKDW¶V RQ SRLQW" 2U PD\EH handing out a chapter of a recent cutting-edge book? Imagine this - A student walks into your office and mentions that a University staff person is telling sexual jokes on a regular basis that are making her uncomfortable. You wonder \pm do I have to do something?

Under the federal law that prohibits discrimination and harassment in educational institutions based on sex, the answer is Yes. This reporting obligation includes reporting of sexual harassment, sexual assault, non-consensual sexual contact, or sexual exploitation.

Here are some frequently asked questions about reporting obligations regarding sexual harassment or interpersonal violence:

Q: Who is a Responsible Employee?

A: Nearly all employees of JCU are responsible employees.

Q: Are there exceptions to this rule?

A: Staff or faculty who are serving in a role with a legal privilege

Assisting Distressed Students: Guidance and Resources

In an academic setting where concerns over school violence and other campus safety events loom large, there is often a heightened sensitivity to dealing with distressed students who may act out or behave erratically. This concern operates in parallel with recognition that it is unfair, and in fact often unlawful, to treat such distressed students in ways that are stereotypical or based on unfair presumptions about psychological disabilities. Distressed students can admittedly behave in ways that are discomforting and out of line with reasonable expectations. It is important that University personnel know how to respond to these situations by responding to factual threats and behaviors, rather than presumptions or stereotypes, in order to protect the institution from

sion to help support those in need. This overview will provide some guidance to keep in mind when encountering a distressed student or distressing behavior in the classroom or on the campus.

» Address immediate safety concerns first. If there is ever a concern that a student represents an immediate threat of harming themselves or others, it is important to contact JCUPD (x1234) so that they can direct appropriate medical or police resources to resolve immediate safety concerns. For example, a police/ EMS response would be warranted if a student ever became physically combative with those around them or began to actively threaten others.

» Reach out to on-campus resources. The University Counseling Center, Student Health Center, Dean of Students Office, Care Team, Threat Assessment Team, and Services for Students with Disabilities are important resources with knowledge and expertise in working with students who are distressed due to a mental health issue.

» Focus on behavior. In evaluating threats, or in supporting struggling students, it is very important to focus on the behavior that the student is exhibiting. What is the ocus oncuJETBTocu1 0 0 1 1125

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»Refrain from sharing your opinion UVcihUghiXYbhBgbYYXZcfdgmWkc'c[]cal counseling, drugs or other medical care. Unless serving in a health care role on campus, it is never appropriate for University employees to share their opin-LRQ DERXW D VWXGHQW¶V PHGLF1 health care.

» Report threatening/concerning behavior to the Threat Assessment Team. The University has a Threat Assessment Team that evaluates reported behavior and incidents in order to evaluate and respond to possible threats to the campus community. An important component of the information that the Threat Assessment Team uses is information passed along from concerned individuals in the campus community. The Dean of Students chairs the Team.

For more information on working with students in distress, please contact the Dean of Students Office at x3010 or the Office of Legal Affairs.