

Dear Community Member:

Over the past decade there have been situations in higher education similar to the tragedy of Virginia Tech in which universities have evaluated how they respond to students and employees whose behavior causes us concern for the welfare of the individual or the campus community. From these situations Behavior Intervention Teams have been created throughout institutions.

UNT has implemented our behavior intervention team, known as the CARE Team to evaluate and respond to situations where a student's behavior may cause concern for the individual or the UNT community. This year we have expanded the CARE Team to include employees as well as students. The CARE Team consists of representatives from across the University. This team of individuals monitors and assesses all situations that are referred and provides a systematic response to take any necessary actions. The team responds to situations where individuals are referred because of the following:

- a. A behavior or mental, emotional or psychological health condition that may be disruptive or harmful to the individual or other members of the University community; or
- b. A behavior that potentially poses a direct threat to the individual or the health and safety or members of the University community.

Your role as a member of the UNT Community is to refer any situation involving individuals that could possibly result in harm to any member of our community through proper procedures. Referral to the CARE Team should not be confused with crisis management and involving the UNT Police Department. If there is an immediate risk to self or others, one should call 911 and report the emergency.

Enclosed you will find "Faculty/ Staff CARE Team Resource Guide" for your use when dealing with sensitive issues concerning individuals. This folder will serve as a resource for you in not only recognizing signs of distress, but also providing information on how you can assist an individual in distress, and what on and off campus resources are available. At any time the Dean of Students office and Human Resources are here to assist you when dealing with any student/employee issue or as a referral source for students/employees dealing with issues outside of the classroom.

You can refer concerns to the CARE Team via email at CARETeam@unt.edu or via phone at 940-565-4373 (between 8 AM to 5 PM). For more information regarding the CARE Team visit studentaffairs.unt.edu/care. For issues concerning resources for the Dean of Students you can contact us at deanofstudents@unt.edu or via phone at 940-565-2648. Issues concerning employees can be directed to hadministration@unt.edu or via phone at 940-565-2281.

With Green Pride,



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