Signs of a Distressed Student

If the threat is not immediate, but you are concerned that the student may harm him or herself or others, call:

Monday to Friday | 8 am – 5 pm
Dean of Students Department | 850-644-2428
or University Counseling Center | 850-644-TALK (8255)

University students often encounter a great deal of stress during the course of their academic experience. While most students cope successfully with the challenges that these years bring, an increasing number of students find the various pressures of life unmanageable or unbearable. As individuals who work closely with students, you may encounter these distressed students in your offices or classrooms.

Resources Available for Assisting Distressed Students

The Dean of Students Department, University Counseling Center, and University Health Services from the Division of Student Affairs, the Division of Academic Affairs, the University Police Department, Employee Assistance Services Staff, and members of the FSU Student Situation Resolution Team are available to help students who are displaying evidence of distress.

The University Police Department, Employee Assistance Services Staff, and members of the FSU Student Situation Resolution Team have developed this Florida State University Faculty & Staff Emergency Guide, which is a basic education tool to assist you in recognizing distressed students. This guide should not be used as the only means of assessing a student's mental health status. If you have concerns about a student, you should address the situation immediately and seek professional consultation. The information included is meant to be an awareness tool to assist you in recognizing distress and offering resources. This guide is not meant to replace professional assessment. If you or someone you know feels that they are in distress, you should seek professional assistance immediately.
 Interaction with a Distressed Student

If the student exhibits behaviors which suggest he or she might harm him or herself or anyone else, or you feel threatened

Call 644-1234 or 911 immediately

Depending on the situation, contact or refer the student to the following resources (see grid below)

WHEN IMMEDIATE ATTENTION IS REQUIRED

<table>
<thead>
<tr>
<th>ISSUE</th>
<th>CONTACT</th>
<th>PHONE</th>
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<tbody>
<tr>
<td>Suicidal or homicidal threats</td>
<td>FSU Police Department</td>
<td>644-1234</td>
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<tr>
<td>Medical Emergency</td>
<td>911</td>
<td>911</td>
</tr>
<tr>
<td>Victim of violence and/or stalking</td>
<td>FSU Police Department</td>
<td>644-1234</td>
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<tr>
<td>Sexual assault or misconduct reported by student</td>
<td>FSU Police Department</td>
<td>644-1234</td>
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<tr>
<td>Victim Advocate Program</td>
<td>644-7161</td>
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OTHER CIRCUMSTANCES

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<tr>
<th>ISSUE</th>
<th>CONTACT</th>
<th>PHONE</th>
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<tbody>
<tr>
<td>Disability related (physical, learning, neurological, and/or psychiatric)</td>
<td>Student Disability Resource Center</td>
<td>644-9566</td>
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<tr>
<td>Bizarre behavior</td>
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<tr>
<td>Depression and/or anxiety</td>
<td>University Counseling Center</td>
<td>644-TALK (8255)</td>
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<tr>
<td>Signs of alcohol and/or drug use</td>
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<tr>
<td>Relationship problems</td>
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<td>Test anxiety</td>
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<td>Learning skills</td>
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<tr>
<td>Stress management</td>
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<tr>
<td>Medical issues and/or chronic illness</td>
<td>University Health Services</td>
<td>644-8869</td>
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<tr>
<td>Health/wellness issues</td>
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<tr>
<td>Suspected eating disorder or distorted body image</td>
<td>Nutrition Services</td>
<td>644-8871</td>
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<tr>
<td>Difficulty because of illness or death in family</td>
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<tr>
<td>Sexual harassment of student by another student</td>
<td>Dean of Students Department</td>
<td>644-2428</td>
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<tr>
<td>Disruptive classroom behavior</td>
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<tr>
<td>General and/or unidentified student concerns</td>
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<tr>
<td>Sexual harassment of student by faculty/staff</td>
<td>Office of Equal Opportunity and Compliance</td>
<td>654-6519</td>
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<tr>
<td>Civil rights discrimination reported by student</td>
<td>Office of Equal Opportunity and Compliance</td>
<td>654-6519</td>
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<tr>
<td>Student is suspected of cheating or other academic dishonesty</td>
<td>Office of Faculty Development and Advancement</td>
<td>644-6876</td>
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Crisis Response Quick Reference

If you find yourself interacting with a student in distress, we suggest you follow these guidelines:

1. If the student needs additional guidance and/or support but does not exhibit behaviors which suggest he or she might harm him or herself or anyone else, and you do not feel threatened... Depending on the situation, contact or refer the student to the following resources (see grid below).

2. If the student exhibits behaviors which suggest he or she might harm him or herself or anyone else, or you feel threatened...

   Call 644-1234 or 911 immediately

   Depending on the situation, contact...
Healthy Campus at FSU

Healthy Campus at FSU is a University sponsored initiative that ties academic success to healthy student behaviors within a safe, supportive environment. We have implemented a number of initiatives and programs to help our students achieve optimal wellness which increases the opportunities for academic and personal success, as well as retention. High-risk drinking behavior is one of many areas we address as part of FSU’s Healthy Campus initiative.

Is there a relationship between alcohol abuse and academic success?

**YES!** Students who drink excessively:
- Tend to miss more classes, get behind in school, work and drop out of courses or the university.
- Students’ academic performance and GPA are inversely related to the number of drinks consumed per week.
- A ‘party school’ image negatively influences the academic reputation of an institution.
- Campus and community customs, norms, and traditions may encourage at-risk use of alcohol.

How can I help reduce high-risk drinking among FSU students?

- Take attendance at each class.
- Give exams on Wednesday, Thursday, and Friday.
- If you are unable to hold class, invite a Health Promotion staff member from University Health Services to speak to one of your classes.
- Avoid meeting with students at bars.
- Integrate information on alcohol/other drugs and related cultural issues into instructional presentations, meetings, and the classroom.

Can I as a faculty member really make a difference?

**YES!** Research studies have shown a positive correlation between a high level of faculty/staff-student interaction and desirable outcomes, such as more time devoted to course work and avoidance of high risk social behaviors.

How can I recognize if a student is suffering from substance abuse?

- Excessive absenteeism and/or tardiness
- Declining or impaired productivity
- Poor concentration and confusion
- Avoidance of responsibility for one’s actions
- Poor personal appearance
- Persistent mood swings
- Excessive absenteeism and/or tardiness
- Tend to miss more classes, get behind in school, work and drop out of courses or the university.

Resources for students suffering from substance abuse

University Counseling Center
250 Askew Student Life Building
942 Learning Way
850-644-TALK (8255)

Health Promotion (educational)
Health and Wellness Building, Suite 4100
960 Learning Way
850-644-8871

The Human Services Center
Stone Building, Room 2307
124 W Call Street
850-644-3857

The Psychiatric Clinic
Health and Wellness Building
960 Learning Way
850-644-0579

Helpline 2-1-1
850-671-6333 or 2-1-1

The Psychology Clinic
1107 W Call Street
850-644-3857

Alcoholics Anonymous
850-224-1818

Narcotics Anonymous
850-224-2321

While we are making progress...
- Roughly 37% of FSU students who choose to drink always (or usually) use a designated driver.
- About 24% of students report not drinking in the past 30 days.
- Of students who drink, over 52% of students report drinking responsibly (4 or fewer drinks) the last time they partied.

Much remains to be done...
- About 36% reported doing something they regretted after drinking.
- Nearly 8% reported that alcohol negatively affected their academic performance.
- Only 23% of FSU students always (or usually) avoid drinking games when they party.

**According to a 2015 National College Health Assessment**

VISIT HEALTHYCAMPUS.FSU.EDU FOR MORE INFORMATION

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**Questionable Behavior**

If the student’s (or any person’s) behavior represents an IMMEDIATE threat CALL 644-1234 or 911. If the threat is not immediate, but you are concerned about the student or the student’s behavior is disruptive, call:

**Monday – Friday, 8 AM – 5 PM**
Dean of Students Department — 644-2428, University Counseling Center — 644-TALK (8255), or contact your Department Chair, Dean or Director.

Evenings and Weekends call:
Contact the Florida State University Police Department — 644-1234 and ask for the Crisis Management Unit.

**Class Absence Notices**

When requested, notices are sent through the Dean of Students Department as a courtesy to make instructors aware of a student’s absence due to extenuating circumstances. These memos are only notices and do not excuse the student from completing their missed work. Students are encouraged to contact their instructors prior to or immediately upon their return to campus in order to arrange for the completion of their work.

**Confidentiality**

Students’ records, including medical treatment records, are generally confidential pursuant to one or another of several laws, including the federal Family Educational Rights and Privacy Act [FERPA] and similar Florida student privacy statutes. Florida statutes regarding the confidentiality of medical records, and the federal Health Insurance Portability and Accountability Act [HIPAA]. Faculty and staff are not to share student records with anyone who does not have legitimate educational interest in the information or is otherwise authorized by law to have the information. However, if a student’s observed behavior is impeding the progress of a class, an event or putting the person involved or others at risk, faculty and staff are able to and should share this information with others. As a faculty or staff member, if you believe you should share information, contact your Department Chair or Dean, the Dean of Students Department — 644-0428, or the Florida State University Police -- 644-1234.

**Deceased Student Notices**

When a student dies while enrolled at the University, a notice is sent by the Dean of Students to the College Dean and faculty where the student was enrolled and appropriate departments.
Responding to someone with a weapon or someone actively using a weapon varies based on each situation. If you find yourself involved with a person who has a weapon or who is actively using a weapon, it is important to try to remain calm and use the following guidelines to help you plan a strategy for survival.

(For more information, refer to the FSU Police Department Seminole Safety Guide: http://www.police.fsu.edu/Crime-Prevention)

**Resources for Consultation and Referral**

<table>
<thead>
<tr>
<th><strong>Dean of Students (DOS)</strong></th>
<th>850-644-2428</th>
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<tr>
<td><strong>Student Disability Resource Center (SDRC)</strong></td>
<td>850-644-9566</td>
</tr>
<tr>
<td><strong>Victim Advocate Program (VAP) M-F 8am-5pm</strong></td>
<td>850-644-7161</td>
</tr>
<tr>
<td><strong>After hours Victim Advocate Program</strong></td>
<td>850-644-1234</td>
</tr>
<tr>
<td><strong>Fire/Ambulance/Tallahassee Police Dept.</strong></td>
<td>911</td>
</tr>
<tr>
<td><strong>FSU Police Department (FSUPD)</strong></td>
<td>850-644-1234</td>
</tr>
<tr>
<td><strong>University Health Services</strong></td>
<td>850-644-8869</td>
</tr>
<tr>
<td><strong>University Counseling Center (UCC)</strong></td>
<td>850-644-8255</td>
</tr>
<tr>
<td><strong>University Housing</strong></td>
<td>850-644-2860</td>
</tr>
<tr>
<td><strong>University Emergency Hotline (weather &amp; disaster)</strong></td>
<td>850-644-4636</td>
</tr>
<tr>
<td><strong>Hazardous Materials Spills and Emergency Management</strong></td>
<td>850-644-6895</td>
</tr>
<tr>
<td><strong>Big Bend 24 Hour Crisis Hotline</strong></td>
<td>211</td>
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<td><strong>From local landline</strong></td>
<td>1-877-211-7005</td>
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<tr>
<td><strong>Toll Free</strong></td>
<td>1-877-211-7005</td>
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**OTHER IMPORTANT (NON EMERGENCY) NUMBERS**

| **FSU Directory Assistance** | 850-644-2525 |
| **Facilities/Operations/Maintenance 24 Hour Service Line** | 850-644-2424 |

**Distressed Person with a Weapon**

**IF YOU ARE DEALING WITH A PERSON WHO HAS A WEAPON OR WHO IS ACTIVELY SHOOTING OUTSIDE OF YOUR BUILDING**

- “Run. Hide. Fight.: Surviving an Active Shooter Event” is a 6-minute video providing recommended steps to take in the event of an active shooter situation. (https://www.youtube.com/watch?v=Vc5SwajU2DO)
- Try to find a room that can be locked; upon entering close and lock all doors and windows and turn off the lights. If possible, have everyone get on the floor and make sure no one is visible from outside the room.
- Have one person call 911, inform the dispatcher of your location and remain in place until the police or a campus administrator known to you gives you an “all clear” message.
- Do not respond to any voice commands until you can verify with certainty that they are being issued by a police officer.
- **Note**: Police officers will not typically allow people to leave a scene until the situation is completely under control and all witnesses have been identified and questioned.

**IF YOU ARE DEALING WITH A PERSON WHO HAS A WEAPON OR WHO IS ACTIVELY SHOOTING INSIDE OF YOUR BUILDING**

- Determine if the room you are in can be locked; if it can, upon entering close and lock all doors and windows and turn off the lights. If possible, get on the floor and make sure no one is visible from outside the room.
- If the room cannot be locked, determine if there is a nearby location that can be reached safely and secured or if you can safely exit the building.
- Have one person call 911, inform the dispatcher of your location and remain in place until the police or a campus administrator known to you gives you an “all clear” message.
- Do not respond to any voice commands until you can verify with certainty that they are being issued by a police officer.
- If you decide to move from your current location, try to remain calm and call 911.
- If possible, alert the police to the person’s location; if you cannot speak, leave the line open so the dispatcher can listen to what is taking place. Typically locations can be easily determined from a landline 911 call without speaking.
- If there is not an opportunity to escape or hide, it might be possible to negotiate with the shooter. Attempting to overpower with force would be considered a very last resort after all other options have been exhausted.
- If you decide to escape the situation where a weapon is being used, make sure you have an escape route and plan in mind. Move quickly and do not attempt to carry anything with you. Keep your hands visible and follow the instructions of the officers you may encounter.
- If anyone is injured, do not attempt to remove them while you are fleeing; instead, tell the authorities of their locations as soon as possible.
- **Note**: Police officers will not typically allow people to leave a scene until the situation is completely under control and all witnesses have been identified and questioned.