The team meets regularly and convenes as needed for emergencies. In addition, where applicable, the team seeks input from campus and community professionals from various departments, such as Emporia State University Police, Mental Health Center of East Central Kansas, and University Legal Counsel. The team reports findings and make recommendations to the appropriate Vice President.

WHAT SHOULD YOU DO?
As members of the Emporia State University Community, all faculty, staff and students have the responsibility to ensure the safety and security of others.

If a threatening behavior or situation occurs, the threat must be taken seriously and reported.

If the threat is imminent, call Emporia State Police at 620-341-5337 and/or 911.

For preventative or non-emergency assistance, please contact any of the team members listed in this booklet.

team members

Lynn Hobson
Dean of Students
620-341-5267

Jaque Schmidt
Director of Student Wellness
620-341-5222

Lisken Seader
Director of Disability Services
620-341-6637

Wade Redeker
Director of Residential Life
620-341-5264
why we c.a.r.e.

Emporia State University embraces its commitment to ensure an educational environment attuned to the safety and security of students, faculty, staff, and guests. In an effort to promote a safe learning and work environment, the CARE Team was established in 2007. The Team provides assistance to students in distress through consultation with concerned faculty, staff, and students; consistent communication between departments; and referral to on- and off-campus. In particular, the Team consults regarding students who behaviors are of concern because they may pose a threat to themselves or others. The primary focus is prevention with the goals of assisting students to succeed, and educating concerned others about appropriate ways to help distressed students.

why the team is necessary

As a result of the Virginia Tech tragedy, many universities have established formal processes of sharing information about potential acts of violence to self or others. Reviews of the tragedy indicate that while some faculty and staff members had grave concerns about the student shooter, there was no vehicle for forwarding those concerns to school officials who may have been able to intervene. Often, no single piece of information is enough to prevent a tragedy; however, the accumulation of information helps identify a person at risk, allowing for intervention and prevention. The CARE Team serves as the conduit for information flow.

The existence of the team is a proactive approach to manage the complexities often involved with threats and violence. Key objectives of the team are to identify, assess, manage and reduce potential threat to the university community; and educate faculty, staff and students about the dangers of interpersonal violence. Inherent to the work of this team are concerns about the privacy of all involved. The team members are extremely sensitive to those concerns and will ensure that the highest standards of confidentiality are upheld.

...to promote a safe learning and working environment.

key objective of the care team

**Consultation**// Often, the accumulation of information identified a person who poses a threat and helps to identify the level of that threat; therefore, through consultation with those reporting concerning behavior, the team ensures appropriate information exchange.

**Assessment**// If additional information is needed to assess the level of risk, the team functions as an investigative body charged with gathering relevant and confidential information for the purposes of providing for the safety, security and well-being of the person at risk and the campus community at large.

**Referral**// When a determination is made that the person in question is at risk or poses a risk to others, the team makes referrals and/or implements stops for intervention, which may be medical, psychological, judicial or legal. In many cases, the standing policies of the University and external agencies dictate the intervention strategies. Addressing minor violations of University policy lowers the risk of aggressive responses and increases the possibility of peaceful solutions.

**Education**// The campus community must be educated so that it can identify and refer students who pose a danger to themselves or the University community. In addition, the team must seek educational and professional development opportunities to maintain a knowledge base of risk indicators and appropriate laws and policies regarding privacy and confidentiality, proper management of information, educated assessment of risk, and intervention services.