

NSAD Faculty & Staff Emergency Alert Guide

Recognizing Signs of Student Distress



Green Light: DISTRESS

Recognize:

- Significant changes in mood, appearance, or behavior
- Expresses stressful events that have occurred in their lives
- Missing class more frequently / Falling behind on course work
- Relationship changes (death, loss, break-ups)
- Repeated requests for special accommodations
- Persistent drowsiness or lethargy
- Marked deterioration of hygiene or appearance

Relate:

- Express Concern and Interest
- Avoid criticizing or sounding judgemental
- Remember, even if the problem does not seem urgent to you, it may be very important to the student

Refer:

SUBMIT EARLY ALERT REFERRAL / <https://arsl.at/xc3z7i>

Yellow Light: DISTURBING/DISRUPTIVE BEHAVIOR

Recognize:

- Incongruent emotional response
- Bizarre or strange behavior
- Student discloses mental health concerns and you're unsure if they are receiving help
- Suspicious thoughts
- Irritable or aggressive behavior and/or emotional or anger outbursts
- Disorderly conduct: inappropriate outbursts or persistent interruptions; continued arguing beyond the scope of academic debate

Relate:

If safety is not an immediate concern:

- Ask the student to meet with you outside the classroom and express concern
- Explain the impact of the behaviors on the class
- Help the student explore options and alternatives and outline your expectations

Refer:

If there are threatening behaviors:

- Take immediate action: Contact Campus Security- (619) 836-9068
- SUBMIT EARLY ALERT REFERRAL / <https://arsl.at/xc3z7i>

Red Light: DANGEROUS

Recognize:

- Oral or written expression of suicidal thoughts or gestures
- Makes threats to others/concern for the safety of others
- Displays self-mutilating behavior
- Demonstrates intimidating behavior
- Seems out of touch with reality

Respond:

Safety is an immediate concern! Call 911 for Law Enforcement officer to respond, assess & assist

Refer:

SUBMIT EARLY ALERT REFERRAL / <https://arsl.at/xc3z7i>



KNOW YOUR LIMITS

If you are involved in an intervention with a student, it doesn't mean you must (or can) resolve the student's difficulties. Responding to distressed students can be emotionally challenging, it is important to obtain support for yourself from colleagues, partners, friends, or employee assistance program at 1-888-893-5893.

A QUICK GUIDE FOR HELPING STUDENTS

Recognize:

- Distress
- Disturbance/Disruption
- Danger

Relate:

Talk with the student in private if possible, and use **OARS** to help a student who may be struggling.

- Open-ended questions
 - Ask questions that require full answers
- Affirmations
 - Acknowledge the student's distress without judgement
- Reflective Listening
 - Understanding what a person says and feels and then relaying this back to them
- Summarize
 - Validate student for seeking help

Determine if you are able to provide academic assistance at that time, and encourage them to connect with support resources on campus.

Refer:

Submit Early Alert Referral: <https://arsl.at/xc3z7i>

Behavioral Intervention Team will work with the student to develop a plan to assist with their concerns.



TITLE IX

It is especially important in Sexual Assault/Misconduct (Title IX) situations that you refer the student to the appropriate resources, report the information to the appropriate office(s), and do not attempt to investigate.

Submit a mandated Title IX Incident Report.

If you have any questions on how to complete the Incident Report, please contact Prisca Bermudez at 619-684-8876 or email at pbermudez@newschoolarch.edu.

EMERGENCY

If a student poses a danger to themselves or others, immediately contact SDPD at 911.

ADDITIONAL CAMPUS CONTACTS:

- Employee Assistance Program- 1-888-893-5893
- Campus Security- 619-836-9068
- Title IX Reporting- Prisca Bermudez- 619-684-8876, pbermudez@newschoolarch.edu
- ComPsych- Confidential Support and Resources- 866-645-1762