

### Addressing minor disruptive or concerning behavior

- Explain your classroom decorum expectations at the beginning of the semester – some minor disruptive behavior is preventable
- Address the situation as soon as it arises, do not wait till it escalates
- Speak with the student privately
- Advise the student about the behavior/change you have noticed and inquire about what is going on in her/his life that may be causing it
- If the behavior is disruptive to the academic environment, explain why it is disruptive to you/others and ask the student to cease the behavior
- Express a genuine concern for the student's success and well-being
- If appropriate, make the student aware of resources available to them
- Document your observations, conversations, and interactions with the student. Focus on behaviors, statements, and facts – not on interpretations or opinions
- When appropriate, make your department leadership aware of the situation
- Be mindful of student privacy

### Addressing moderate disruptive or concerning behavior

- Consult with OSSCM – provide detailed information to the staff member taking your call or meeting with you
- OSSCM staff member will advise you on whether the situation should be addressed by you directly or if you should make a formal referral
- Document your observations, conversations, and interactions with the student
- Once a formal referral is made, OSSCM staff will (1) gather information, (2) typically meet with the student, (3) offer support and make connections with appropriate University services (CAPS, OSC, ODS, etc.), and (4) if necessary, refer case to CARE or CAIT

### Addressing threatening or dangerous behavior

#### Student poses danger to others

- Withdraw from the situation
- Do not physically confront the student
- Move yourself and your students to a safe location, if possible; you may choose to dismiss class while waiting for police intervention
- Call GMU PD or 911
  - Stay calm
  - Provide your name, location, detailed summary of the situation, and a thorough description of the student you are calling about including his/her name
  - When calling 911 from your cell phone, know the physical address of your building
- After the imminent threat is addressed, contact OSSCM

#### Student poses imminent danger to self

- Stay with the student
- Express concern for the student
- Share with him/her that you want to make sure that they are safe
  - If the student is willing to walk over to CAPS, escort them there during work hours
  - If the student is unwilling to be seen by CAPS or if it is after regular work hours, call GMU PD or 911
    - Stay calm
    - Provide your name, location, and a summary of the situation including student name
    - When calling 911 from your cell phone, know the physical address of your building
- After the imminent danger is addressed, contact OSSCM