HOW DO I TELL SOMEONE?

If a student exhibits behavior that indicates an IMMEDIATE DANGER to self or others, call UNC Charlotte Police and Public Safety at 704.687.2200, or 911.

If a student exhibits disturbing behavior or is disruptive, contact the Dean of Students Office at incidentreport.uncc.edu or 704.687.0345.

If a student is exhibiting psychological problems and you need advice about how to understand or respond to the behavior, contact the Counseling Center at 704.687.0311.

Why tell someone?
A safe community relies on individual and collective responsibility. It is possible a student may be exhibiting similar behaviors elsewhere in the UNC Charlotte community (residence halls, offices, etc.). Knowing the extent of the behaviors can be useful in determining what help the student may need.

What is NINER4U?
NINER4U is a network designed to bring together information in order to identify students who have demonstrated concerning behavior; investigate to determine if an identified student poses a potential threat to self, others, or the UNC Charlotte community; and develop an objective, coordinated action plan to collect information, assist the student and protect the University community.

Who is involved?
All referrals to NINER4U are reviewed by staff members in the Dean of Students Office to determine an appropriate action plan. Staff members will follow-up with the reporting person but may not be able to provide specific information related to actions taken due to privacy considerations. Depending on the magnitude of the referral, the case may be reviewed by members of the Campus Behavioral Intervention Team (CBIT) for further consultation and action.

CBIT consists of the following members or their designees:
• Dean of Students (Chair)
• Director of Counseling Center
• Director of Police and Public Safety
• Director of Housing and Residence Life
• Associate Provost for Academic Services
• Senior Associate Dean of Students
• Dean of the Graduate School
• Other University community members deemed relevant to a particular conversation

For more information visit ninercare.uncc.edu
**Guidelines for Responding to a Student of Concern**

- Share your interest and concern openly and directly.
- Set clear limits about your role with the student.
- Maintain a student’s privacy, but do not promise confidentiality.
- Help a student tell his or her story. Offer the opportunity to listen to what is on his or her mind.
- Demonstrate an understanding of what the student discloses.
- Statements made by the student regarding an intention or plan to harm self or others must be reported.
- Inquire as to how the student is attempting to respond to the problem. Help develop response options together.
- Consult with peers, colleagues, supervisors, deans, the Counseling Center, the Dean of Students Office or others if you need additional perspectives before or after talking to the student.
- Suggest a referral to the Counseling Center, Student Health Center, Dean of Students Office, or other community resources.
- Follow up as appropriate.

**Alcohol and/or Drug Abuse or Dependency**
- Physical, behavioral, and psychological symptoms of abuse
- Neglect of responsibilities
- Class attendance under the influence of alcohol and/or drugs
- Legal trouble resulting from substance use
- Contact the Dean of Students Office at incidentreport.uncc.edu or 704.687.0345

**Disruptive or Inappropriate Classroom Behavior**
- Loud, aggressive, combative behavior
- Interfering with normal instruction
- Erratic or disturbing behavior in class
- Contact the Dean of Students Office at incidentreport.uncc.edu or 704.687.0345

**Sexual Assault**
- Unwanted sexual contact against a person’s will, without consent, or under duress
- Sexual assault includes sexual abuse, rape, and date rape
- Report immediately to UNC Charlotte Police at 704.687.2200 or the Counseling Center at 704.687.0311

**Sexual Harassment**
- Unwelcome sexual advances
- Requests for sexual favors
- Verbal, nonverbal, or physical conduct of a sexual nature by a University employee, another student, or a third party
- Can cause a hostile or abusive educational environment
- Contact the Dean of Students Office at incidentreport.uncc.edu or 704.687.0345

**Suicidal Expressions**
- Communicates suicidal thoughts without immediate threat
- May be expressed verbally or in writings like email or other documents
- Contact the Counseling Center at 704.687.0311

**Threatening Behavior**
- States an intent to harm self or others
- Attempts to harm self or others
- IMMEDIATELY report any of the above to UNC Charlotte Police at 704.687.2200

**Contact UNC Charlotte Police and Public Safety**
- 704.687.2200 or 911 IMMEDIATELY

**Sexual Assault**
- Expressions of suicidal thoughts or thoughts of hurting others
- Domestic violence or abusive relationship

**Suspected eating disorder or distorted body image**

**Erratic or disturbing behavior**
- Signs of alcohol and/or drug abuse
- Sexual harassment

**CAMPUS RESOURCE**
- UNC Charlotte Police and Public Safety 704.687.2200
- Counseling Center 704.687.0311
- Counseling Center 704.687.0311
- Student Health 704.687.7400
- Dean of Students Office 704.687.0345
  incidentreport.uncc.edu

**HELPING STUDENTS OF CONCERN**

- Behaviors that suggest the student may be in imminent danger of harming self or others
- If a student needs additional guidance but does not pose an immediate threat to self or others, consider submitting a report to UNC Charlotte Police or contacting the appropriate resource

**issue**
- Immediate homicidal or suicidal threats
- Fear of experience of violence, stalking, bullying, or harassment

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**Keeping a Student in Mind**
- Share your concern with others.
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Frequently Asked Questions

Who can make a NINER referral? Any person who has concerns about a student’s behavior may make a referral. Current students, faculty, or staff can make referrals online at incidentreport.uncc.edu or by contacting the numbers listed in the resources section. When making online referrals, you will be asked to login using your UNC Charlotte username and password for authentication purposes. Others, such as family members, neighbors, and friends can make a NINER referral by contacting the Dean of Students Office (704.687.0345).

What happens after I make a referral? All referrals to NINER are reviewed by staff members in the Dean of Students Office to determine an appropriate action plan. Staff members will follow-up with the reporting person but may not be able to provide specific information related to actions taken due to privacy considerations. Depending on the magnitude of the referral, the case may be reviewed by members of the Campus Behavioral Intervention Team (CBIT) for further consultation and action.

What happens to the student in the NINER process? The severity of the behavior exhibited by the student will help to drive the response by the NINER team. The student may be asked to meet with team members for a care and concern meeting, may be required to attend counseling or psychological assessment meetings, or may be recommended to withdraw from the University. The primary goal of every response option is to gather information, make the student aware of available resources, establish a web of support for the student, and to help protect the campus community.

When should I report a concern that came from a private conversation with a student? It is suggested that you involve others when a conversation or interaction with a student causes concern. You may find it helpful to report this to your department head or supervisor. The Counseling Center (704.687.0311) and the Dean of Students Office (704.687.0345) are available for consultation as well.

If I submit a report, can I remain anonymous? Due to the potential serious nature of information presented to NINER, anonymous reports are not accepted. Staff members involved in reviewing the report and creating an action plan for response often need to follow-up with the person expressing a concern to gather additional information and perspective.

What confidentiality standards should I follow? The Family Educational Rights and Privacy Act (FERPA) protects the privacy of students’ educational records. FERPA authorizes employees such as faculty and staff to disclose education records to other school officials who have legitimate educational interest in those records. As the personnel involved in the NINER process are responsible for identifying, responding to, and supporting students of concern, they have a legitimate educational interest in any student information that might help them fulfill that responsibility.

How do I know if it is a NINER issue or if it is more appropriately handled by other campus resources? A flowchart outlining various issues of concern and the appropriate referrals is provided as part of this publication. This should help in determining your first point of contact when working with a student of concern. For areas not listed or for questions about how to proceed, please contact the Dean of Students Office at 704.687.0345.

For more information visit ninercare.uncc.edu

Helpful Contacts

- Counseling Center 704.687.0311
- Dean of Students Office 704.687.0345
- Disability Services 704.687.4355
- Graduate Student Ombudsman 704.687.5661
- Housing and Residence Life 704.687.7501
- International Programs 704.687.7155
- Office of Legal Affairs 704.687.5732
- Student Health Center 704.687.7400
- UNC Charlotte Police 704.687.2200
- UNC Charlotte Police (non emergency) 704.687.8300

Resources

Gatekeeper Training for Faculty and Staff

Faculty and staff members or departments interested in learning more about how to identify, respond to, and refer students in distress or at risk for suicide or other major mental health issues can call the Counseling Center at 704.687.0311. Our “gatekeeper training” programs include the following:

- At Risk for Faculty is an online, interactive gatekeeper training simulation used at more than 85 campuses nationwide. In this 45-minute training, faculty and staff learn the common indicators of psychological distress and how best to approach an at-risk student for referral to the counseling center.
- Campus Connect: A Suicide Prevention Training for Gatekeepers is a 3-hour, experientially based gatekeeper training program for college and university faculty, staff, and students.
- Individual and group consultations and discussions are also available on request.

Visit counselingcenter.uncc.edu for more information.

Why tell someone?

It is a network designed to bring together information in order to determine if an identified student poses a safe community; it is a network designed to bring together information in order to determine if an identified student poses a risk to self or others, call UNC Charlotte Police. If a student exhibits a behavior that is disruptive, contact the Dean of Students Office or is disruptive, contact the Dean of Students Office. If an individual exhibits behavior that is disruptive, contact the Dean of Students Office. If a student exhibits behavior that is disruptive, contact the Dean of Students Office.