



## CAMPUS ASSESSMENT RESPONSE & EVALUATION (CARE) TEAM PROTOCOL

### I. PURPOSE

- A. Cleveland State University is committed to providing a safe and healthy campus for all members of the University community. In addition to the CSU Police Department, which responds to emergency situations, the University has established the Campus Assessment Response & Evaluation (CARE) Team to identify, assess and respond to student, faculty and staff behavior that is of concern and could threaten the health and safety of the campus community.
- B. The goal of the CARE Team is to work collaboratively to support the wellbeing and safety of students, faculty, staff, and to promote a culture on campus that encourages reporting of concerns.

### II. DEFINITIONS

For purposes of this Protocol, the following definitions apply:

- A. Threats: A "threat" is the expression of intent to cause physical or mental harm. Such an expression constitutes a threat without regard to whether the person communicating the threat has the ability to carry it out, and without regard to whether the threat is made on a present, conditional or future basis. In determining whether the conduct constitutes a threat, including whether the action caused a reasonable apprehension of harm, the University will consider the totality of the circumstances on a case-by-case basis.
- B. Disturbing Behavior: "Disturbing Behavior" is behavior that causes the observer to feel concerned, afraid or alarmed. Examples may include: expressing hopelessness, worthlessness, fear, or powerlessness; expressing thoughts of suicide or violent behavior; and behavior that suggests a loss of contact with reality.
- C. Disruptive Behavior: "Disruptive Behavior" is behavior that interferes with the workplace or classroom and the ability of others to get their work done. While this behavior may not rise to the level of an immediate threat, it should be evaluated to determine whether action is needed to prevent future violence.

### III. CARE TEAM MEMBERS

- A. The Assistant Vice President for Student Affairs shall chair the CARE Team, unless another member is designated by the Vice President of Student Affairs. In the event the AVP of Student Affairs is unavailable, the Case Manager will chair the CARE Team regular meetings. In the event of a threat related meeting, the Vice President of Student Affairs will chair the meeting of the team.
- B. Core members of the CARE Team include senior representation from the following departments and offices:
- Office of Student Life (i.e. the Administrator on Call & case manager)
  - Police Department
  - Office of Student Conduct & Advocacy
  - Office of Academic Advising
  - Office of Disability Services
  - Residence Life
  - Counseling Services
- C. In addition to the core members, the following offices will be invited to send representatives to CARE Team meetings as needed:

- Department of Human Resources
- Office for Institutional Equity
- Center for International Services and Programs
- Veterans' Support Services
- Athletics Department
- Office of

