

COMMUNITY OF CONCERN ~ POLICY

This policy is consistent with the requirements set out in the Administrative Regulation: Community Support and Intervention. As referenced in the Administrative Regulation (AR), the Vice President of Student Success grants the Community of Concern (CoC) team the authority to assist in facilitating the well-being, success and safety of the campus community. This policy will define CoC membership, responsibilities, and interventions that may be utilized by the CoC team to develop a plan of action in support of university wellbeing and mitigate risks and potential threats to a community member or the university community.

I. COMMUNITY OF CONCERN MEMBERSHIP

Members of the CoC team are appointed by the Vice President for Student Success or designee and report to the Dean of Student, who serves as the ex-officio chair of the CoC Team. The Director for the Center of Support and Intervention office can serve as an ex-officio chair of the Community of Concern Team in the absence of the Dean of Students.

The Vice President for Student Success will appoint University of Kentucky employees with demonstrated experience in supporting the well-being, success and safety of the university community. Community of Concern membership should include, at minimum, representatives from the following areas:

- Center for Support and Intervention
- Counseling Center / TRACS
- Health Services
- Disability Resource Center
- Office of Student Conduct
- Office of Legal Counsel
- University of Kentucky Police Department
- Academic Ombud
- Provost Office
- Human Resources
- Office of Equal Opportunity

Weekly CoC meetings are standing and mandatory, and representatives are required to have a designated backup. Each member serves a minimum of two (2) years. The CoC team may deem it relevant to include additional individuals as needed and, on a case-by-case basis.

Members, and their designated backup, are required to attend annual trainings pertaining to

threat assessment and confidentiality. Any member who fails to attend the mandatory training is not permitted to serve until the training is completed.

II. COMMUNITY OF CONCERN RESPONSIBILITIES

The CoC Team serves as the central point of contact for individuals who have concerns about a member of the campus community who they believe may pose a threat to themselves or to the campus community. The Dean of Students serves as the primary point of contact for all matters related to community members of concern.

The CoC Team is responsible for accepting and reviewing referrals, evaluating and determining appropriate actions, coordinating support and resources with appropriate campus partners, and conducting risk assessment and safety planning with necessary University offices and officials.

Referrals are elevated for review by CoC Team based on the following criteria, including but not limited to:

- A student or employee who is at significant risk of harm to self
- A student or employee who implies or makes a direct threat to harm others or is the target of such a threat
- A student or employee who displays a firearm or weapon
- A student or employee who physically attacks another person
- A student or employee who stalks or harasses another person
- A student or employee who sends threatening emails, letters, and other correspondence to another person
- A student or employee who has had multiple referrals submitted for disruptive and/or distressing behaviors
- A student or employee who has had multiple referrals submitted by multiple campus offices
- A student or employee whose case may otherwise impact multiple university offices or the wider campus community
- A community member whose behavior on campus, or towards a member of the University community, is threatening, disruptive or otherwise poses a possible risk of harm.

III. INTERVENTION AND REMEDIATION

The CoC team is authorized by the Vice President for Student Success to utilize various structured intervention tools when needed. Structured interventions can be initiated by any member and may include, but not be limited, to the following:

A. RISK/THREAT ASSESSMENT

When appropriate, a CoC team member may facilitate a STEP or Threat Assessment. STEP or Threat assessment is a structured process used to evaluate potential risks posed by an individual's behavior. It involves gathering information, assessing the level of threat, and determining appropriate interventions to prevent harm to self or others.

B. AN INDIVIDUALIZED SUPPORT PLAN

A personalized plan tailored to address concerning behaviors through proactive strategies, support services, and monitoring. The goal is to help the individual succeed within the community, without compromising community safety.

C. NO CONTACT ORDERS

In instances where a concern may warrant restrictions on contact either pending a risk assessment or review of any referral, the CoC, through its Chair, may issue a temporary no contact order, prohibiting communication or interaction between specified individuals. These orders aim to reduce conflict, prevent harassment, and ensure safety.

D. SAFETY PLANNING

A collaborative process that identifies steps and resources to keep an individual and the greater campus community safe in potentially harmful situations. It often includes but is not limited to: coping strategies, emergency contacts, designated safe locations, class or office relocation, and /or UKPD support and monitoring.

E. CLASS ABSENCE NOTIFICATION LETTERS

Official communication sent to faculty notifying them of a student's approved absence due to personal, medical, or crisis-related circumstances. These letters do not excuse absence but facilitate understanding and support.

F. MANDATED ASSESSMENT

The CoC Team may require an individual of concern to engage in a formalized assessment of risk or of functioning, conducted by a qualified individual within the UK Healthcare enterprise, or an outside provider, with cost incurred covered by the University. The CoC Team will determine the type of assessment on a case-by-case basis and the severity of the concern. An individual's refusal to engage in lower-level CoC interventions may serve as a basis for a mandated assessment.

G. ACCESS TO PRIVATE OR CONFIDENTIAL INFORMATION

The CoC Team, as part of their risk assessment responsibilities, may request access to

or provide information that is otherwise private or confidential in nature under FERPA or HIPAA, including but not limited to communication with related persons, health records, prior academic record from previous institutions, and criminal records.

H. PARENTAL/FAMILY NOTIFICATION

In the event that the COC Team identifies a health or safety emergency, the COC Team may decide to initiate a limited parental notification or consultation absent a Family Educational Rights and Privacy Act (FERPA). This communication is limited and is only initiated if the CoC Team determines that a student's condition has reached an emergency level. Contact with the parents'/guardians/ or other designated emergency contact may be made by any member of the COC Team, Dean of Student's staff, or anyone else designated by the Vice President for Student Success.

I. VOLUNTARY AND INVOLUNTARY MEDICAL WITHDRAWAL

A student experiencing a physical or mental health condition that presents a direct and substantial risk of harm to self or others or that significantly impairs academic functioning, may, upon recommendation of the CoC Team or otherwise, initiate a voluntary withdrawal. Additionally, the CoC Team may implement an involuntary medical withdrawal for a student who, declines the option of a voluntary withdrawal but requires services beyond those available through university resources, or who refuses to accept any qualified provider's recommended treatment.