Safety and Welfare Guide
for MSU Faculty & Staff

Emergency
or Crisis

When a person is the victim of an attack or poses imminent danger to self or others:

Call University Police Immediately
(406) 994-2121

PERSONAL OR COMMUNITY SAFETY RISK

• Overt or covert threats
• Behavior or language that causes others fear or concern

Safety and Welfare Team
(406) 994-2826
http://www.montana.edu/deanofstudents/concern

Health and Well-Being

• Severe anxiety
• Depression
• Emotional or mental disturbance
• Erratic Behavior
• Suicidal Thoughts

University Health Partners
(406) 994-2311
Counseling & Psychological Services
(406) 994-4531

DISRUPTIVE BEHAVIOR

• Inappropriate Behavior
• Disruption in class or on campus

Office of the Dean of Students
(406) 994-2826

PERSONAL CRISIS

• Personal tragedy that impacts student’s ability to stay in school
• Activities or events with negative impact on campus safety

Office of the Dean of Students
(406) 994-2826

SEXUAL ASSAULT OR SEXUAL VIOLENCE

• Sexual assault
• Harassment
• Stalking
• Relationship violence

Voice Center
(406) 994-7069

ACADEMIC DIFFICULTIES

• Missing classes
• Poor performance early in the term
• Low/no engagement

Allen Yarnell Center for Student Success
(406) 994-7627

Tips for dealing with a concerning student:

• Always keep safety in mind as you interact. If you feel there is any danger, call University Police.
• Do NOT promise confidentiality.
• Do NOT assume that the person is only trying to get attention or relief from responsibility.
• Document all interactions.
• Know your limitations.
• Know that you do not have to serve as a counselor.

When to make a referral:

• Times of emergency or significant distress.
• When your efforts to manage the situation are not effective.
• When/if past referral efforts have shown little to no improvement.
• If a student asks for help with a personal issue that is outside your role as faculty or staff.
• When you worry that a student might be a danger to self or others.
• If unsure about whether to make a referral or where to make a referral, call the Office of the Dean of Students.

What information is needed for an effective referral?

• Your name and relationship to student.
• A phone number at which you can be reached.
• Student’s name or GID number.
• A brief, factual explanation of your concern or observation, including key dates, times, and location.
• What has been done so far to address the concern—conversations with student, consultatations, or check-in with colleagues—and the student’s response to those efforts.

What about confidentiality?

The Family Education Rights and Privacy Act (FERPA) does not prohibit the sharing of personal observations and knowledge about a student among campus officials when there is a legitimate concern related to campus safety.

If you are CONCERNED or UNSURE about a student’s health or safety, do not hesitate to contact the Office of the Dean of Students. (406) 994-2826