

Behaviors of Concern & What Happens Next

Concerning Behavior

- Changes in behavior:
 - Uncharacteristic procrastination
 - Changes in attendance
 - Change in personal hygiene
 - Lack of connection to others in class, isolation
- Displays of extreme emotion
- Under the influence of alcohol or other substances
- Harassing or bullying comments or behavior
- Personal or family emergency
- *Faculty/Staff are encouraged to speak with students, refer them to an appropriate resource(s), and **Submit a Behaviors of Concern***

Submit a Behaviors of Concern

Potentially Harmful Behavior

- Threats to harm others
- Suicidal gestures or comments
- Disruptive behavior that stops university operations or teaching and/or makes others feel threatened

Please contact University Police in these situations AND Submit a Behavior of Concern

Contact University Police

Emergency: 911

Non-Emergency: 509-925-8534

University staff receive and review all reports within 24 hours during regular business hours (M-F 8:00AM-5:00PM). Based upon the incident type, the information is directed and handled as outlined below:

Behaviors of Concern Incident Types and Where Reports Go

Academic Dispute
Resolution

Office of Academic Concerns
& Dispute Resolution

Director meets directly with students, staff, and/or faculty with academic issues such as: communication, conflict resolution, grade grievances and academic standing.

Behavioral/Student Conduct

Office of Student Rights &
Responsibilities

Staff may meet with all involved individuals to gather additional information and determine appropriate outcomes or responses. This may involve referrals for support or formal investigations.

Campus Housing Incident

Housing & Residence Life,
Office of Student Rights &
Responsibilities

Staff may meet with all involved individuals to gather additional information and determine appropriate outcomes or responses. This may involve referrals for support or formal investigations.

Case Management/Student
of Concern

Office of Case Management

A case manager will do outreach to the student and/or relevant parties. Cases may be referred and staffed by the CARE Team.

Concerns about Faculty/
Staff

Human Resources

Professional staff will review the information, reach out to involved parties as appropriate, make referrals for support or formal response, and make notifications to supervisors or appointing authorities as applicable.

Inclusivity or Bias Related
Incident

Bias Response Team

Staff will provide outreach and support to the student(s) impacted. Referral for formal response from University Police or the Office of Student Rights & Responsibilities may occur.

Sexual Misconduct/Intimate
Partner Violence

Office of Civil Rights
Compliance

Staff will provide outreach and support to impacted parties and gather additional information to determine responses. This may involve referrals for support or formal investigations.