Wake Forest University CARE (Campus Assessment, Response and Evaluation) Team Policy

Wake Forest University has established the Campus Assessment, Response and Evaluation (CARE) Team to facilitate the identification and management of behaviors which may disrupt or interfere with the day to day functions of the University.

The CARE Team is composed of representatives from throughout the University who have specific expertise and professional training in the assessment of, and intervention with, individuals who may present a threat to themselves and/or the University community. The CARE Team serves to follow up with persons who display behaviors of concern and connect them with supportive resources as warranted. The CARE Team also seeks to educate the campus community on the importance of prompt reporting of the behaviors identified in this policy.

Mission:
The Campus Assessment, Response and Evaluation (CARE) Team serves the Wake Forest University community by assessing, responding to and evaluating disruptive, troubling or threatening behaviors brought to the attention of the Team. The CARE Team is empowered by the University President to make decisions to safeguard the campus community. The Vice President for Student Affairs provides administrative oversight for the Team.

Team Composition:
Members are recommended by the Team and appointed by the Vice-President for Student Life. The CARE Team includes representatives from the following areas: Office of Academic Advising, Office of the Dean of Student Services, Office of the Dean of Administration for Schools of Business, Residence Life and Housing, Student Health Service, University Counseling Center, University Legal Department, and University Police. A CARE Team Case Manager has also been appointed. For specific situations the Team will consult with liaison representatives who have relevant knowledge.

The CARE Team receives reports of behaviors or communications (verbal or written) which cause alarm. Supervisors, staff, faculty, students and other concerned persons report behaviors of concern to the Team. Concerns may be initially reported to the CARE Team Case Manager, Office of Academic Advising, Office of the Dean of Student Services, Residence Life and Housing, University Legal Department, or University Police. While the University Counseling Center and Student Health Service can be resources for the reporting of concerning incidents or behavior, professionals from these offices may be limited in their communication of specific information due to state laws related to confidentiality. In such a circumstance, office staff are trained to connect the reporter with other CARE Team members. Upon receipt of concerning information Team members meet to ensure thorough assessment and follow up. When situations pose an immediate threat University Police will be primarily responsible for coordinating response.

Examples of Behaviors Addressed by the Team:
1. The behaviors addressed by the Team include, but are not limited to, the following:
a) Bullying/Intimidation: Includes but is not limited to stalking or engaging in actions intended to frighten, coerce, or induce involuntary acquiescence by the person being intimidated.

b) Threats (direct, indirect, implied, veiled): The verbal or non-verbal expression of intent to cause harm. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry it out without regard to whether the expression is contingent, conditional or proposed to occur in the future.

c) Verbal Abuse and/or Harassment: Verbal abuse is the use of obscene, profane, or derogatory language that abuses or defames another person. Harassment is any action, verbal or nonverbal that annoys or disturbs another person or that causes another person to be reasonably apprehensive or endangers the health or safety of another person to move about. No individual may participate in conduct or nuisance actions that may prevent or distract others from their University studies or the legitimate pursuit of their personal affairs. No individual may use a telephone, computer, other electronic media, or third parties to carry out any harassing offences.

d) Terroristic Threats: Any threat of violence that is issued and communicated via any medium (including electronic communication) which the University interprets as posing a danger to Wake Forest people, community or property.

e) Violence
   i) Physical Attack: Unwanted or hostile physical contact such as hitting, fighting, pushing, shoving, or throwing objects.
   ii) Property Damage: Intentional damage to property, which includes property owned by the University, its employees, students, visitors, vendors and other stakeholders.
   iii) Physical Abuse and/or Threat of Physical Harm: Physical abuse, injury, or threat of harm to oneself or others is prohibited. These acts include, but are not limited to assault, battery, and all forms of personal abuse.

f) Restraining orders obtained by members of the Wake Forest University community.

g) In addition the Team may also receive reports of violations of University policy as described in the Workplace/Campus Violence Policy http://www.wfu.edu/hr/policies/III-10.pdf, Student Handbook http://www.wfu.edu/new/publications/students/2010-2011.handbook.pdf or elsewhere.

2. Other disruptive behaviors or causes for concern include but are not limited to:
   a) Weapons on campus (http://www.wfu.edu/hr/policies/III-11.pdf)
   b) Expressions of homicidal/suicidal plans or intent; or other mental health issues that raise concern for the safety of the person and/or campus community.
   c) Belligerence or angry outbursts
   d) Preoccupation with violent themes
   e) Apparent obsession with someone
   f) Domestic disputes
   g) Fitness for duty concerns (if employee)
   h) Intentional destruction of property (personal, University, or other)

Information Needed When Reporting:
In order for the CARE Team to best meet the needs of the campus community the Team needs the most accurate information possible. Those reporting situations or behaviors of concern may be asked to share relevant information, including:
- Date/time of incident(s)
- Name, age, relationship to university, and current location of person of concern and of victim/target
- Description of behaviors of concern/acts committed
- Names of witnesses
- Location where incident occurred
- Related documentation (email, text, Facebook, blogs or other electronic communications, saved voicemails, photos, videos, etc.)

Further information about the CARE Team can be found at [http://www.wfu.edu/police/careteam.php](http://www.wfu.edu/police/careteam.php).

CARE Team Contacts:
CARE Team Case Manager 336-758-4963
Office of Academic Advising 336-758-3320
Office of the Dean of Student Services 336-758-5226
Liaison for Graduate and Professional Schools 336-758-1830
(Law School, Schools of Business,
Graduate School of Arts and Sciences,
and Divinity School)
Residence Life and Housing 336-758-5185
Student Health Service 336-758-5218
University Counseling Center 336-758-5273
University Legal Department 336-758-6100
University Police 336-758-5911 or 911 from campus phone

CARE Team Liaison Contacts:
Campus Life 336-758-4070
Center for International Studies 336-758-5938
Human Resources (Director of Equal Opportunity) 336-758-4814
Office of Multicultural Affairs 336-758-5864
Student Athlete Services 336-758-6010
University Chaplains Office 336-758-5017