<table>
<thead>
<tr>
<th>Risk/Disruption Level</th>
<th>Instructor Intervention Strategies &amp; Referral Sources</th>
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| **Mild**              | - Plan Ahead: Include specific behavioral guidelines in your syllabus and discuss behavioral expectations at the start of semester  
  - Give notice to disruptive students: Don’t Ignore the situation-talk to student privately to address specific behaviors you find troubling  
  - Express concern for student and offer assistance  
  - Document, follow up and check in with the student  
  - Early Alert System referral  
  - Consult with your colleagues, dean or a counselor to strategize |
|                       | - Texting or other electronic distractions  
  - Side conversations in class  
  - Sleeping or eating in class  
  - Monopolizing class discussions  
  - Attendance/Academic issues  
  - Chronic tardiness |
| **Moderate**          | - Express concern for student and offer assistance  
  - Give notice to disruptive students: Don’t Ignore the situation-talk to student privately to address specific behaviors you find troubling  
  - Document, follow up and check in with the student  
  - Counselor consultation and/or referral  
  - If appropriate offer to help student make an appointment, walk them over to counselor or refer to specific counselor you know |
|                       | - Behavior is repeated or escalating in severity  
  - Cursing/using derogatory language  
  - Non-specific written or verbal expressions of disrespect, anger, frustration, sadness, anxiety  
  - No specific threat |
| **Elevated**          | - Express concern for student and offer assistance  
  - Document, follow up and check in with the student  
  - Strive to destigmatize help-seeking behavior  
  - Counselor consultation and/or referral  
  - If appropriate offer to help student make an appointment, walk them over to counselor or refer to specific counselor you know  
  - Possible Behavior Intervention referral  
  - Possible Code of Conduct violation referral  
  - Possible Consultation with Campus Security |
|                       | - Multiple/repeated indicators of distress  
  - Explosive behavior-loss of temper  
  - Social isolation or withdrawal  
  - Suspected substance abuse  
  - Tearfulness, depressed mood  
  - Anxiety, panic or avoidance behavior  
  - Fascination with weapons  
  - Paranoia  
  - Erratic or unusual behavior  
  - Evidence of self-inflicted harm: scars, cuts, burns  
  - Vague, indirect threats |
| **Severe**            | - Express concern for student and offer assistance  
  - Document, follow up and check in with the student  
  - Strive to destigmatize help-seeking behavior  
  - Counselor consultation and/or referral  
  - If appropriate offer to help student make an appointment, walk them over to counselor or refer to specific counselor you know  
  - Possible Behavior Intervention referral  
  - Possible Code of Conduct violation referral  
  - Possible Consultation with Campus Security  
  - If a student is in crisis and needs immediate attention, the following protocol is suggested:  
    1. Direct referral to Counseling in person or by calling 651-450-3508.  
    2. If there are no Counselors on campus, contact  
       a. Health Services Nurse: 651-450-3525  
       b. Dakota County Crisis Response: 952-891-7171 (telephone consult, on-site response)  
       c. If someone is in immediate danger, call 911 (security is automatically alerted) |
| **Extreme**           | - Threat is repeated and is specific, realistic and has a plan  
  - Student possesses weapons and may bring to campus  
  - Student appears detached/dysregulated |
|                       | - Once the student’s needs are taken care of, make a report to the BIT. |