



UCCS CAMPUS POLICY

Policy Title: Campus Assessment Response and Evaluation (CARE) Team

Policy Number: 600-001

Policy Functional Area: Enrollment Management and Student Affairs

Effective: February 12, 2026

Approved by: Jennifer Sobanet, Chancellor

Jennifer Sobanet
Jennifer Sobanet (Feb 23, 2026 09:20:56 MST)

Responsible Vice Chancellor: Vice Chancellor of Enrollment Management and Student Affairs (VCEMSA)

Office of Primary Responsibility: Dean of Students

Policy Primary Contact: Dean of Students, 719-255-3091

Supersedes: July 26, 2017, October 5, 2012

Last Reviewed/Updated: February 12, 2026

Applies to: Administrators, Faculty, Staff, Students

Reason for Policy: To establish a proactive and collaborative process for identifying, reporting, assessing, and mitigating risks associated with student behaviors of concern and respond to significant campus situations and events involving students at the University of Colorado Colorado Springs.

I. INTRODUCTION

The University of Colorado Colorado Springs (“UCCS” or “University”) strives to provide a safe environment for students, faculty, staff, and visitors. Early assessment and intervention are critical when students exhibit concerning behaviors that potentially threaten themselves or others or that disrupt the campus community. Therefore, the University has established a Campus Assessment Response and Evaluation (CARE) Team to address and respond to student behaviors of concern.

II. POLICY STATEMENT

- A. **Purpose:** The CARE Team addresses concerns related to students’ safety and wellbeing and supports students in times of challenge and crisis. The CARE Team assesses and responds to reported concerns or disruptions; creates access to resources for students to maintain their safety, health, and well-being; and evaluates whether individuals pose a risk to themselves or others.

- B. **Authority:** University of Colorado Administrative Policy Statement 7008 requires each campus to establish a Behavioral Review and Intervention Team and provides institutional guidelines. The CARE Team serves as the UCCS Behavioral Review and Intervention Team and has the authority to respond to and coordinate intervention for all student behaviors of concern.
- C. **Student Behaviors of Concern:** The University of Colorado has identified student behaviors of concern as those which reflect that a student is in distress or is threatening or disruptive to the UCCS community, including:
1. Behaviors that indicate a student may be at risk of harming others;
 2. Behaviors that indicate a student may be at risk of harming themselves;
 3. Behaviors that indicate a student is unable to satisfy professional or ethical standards related to their field of study;
 4. Behaviors that make teaching, learning, and living difficult for others in the campus community; or
 5. Behaviors that interfere with a student's ability to learn and/or live well.
- D. **CARE Team Structure:** The CARE team is a campus-wide multidisciplinary team of appointed University employees responsible for identifying, assessing, and responding to concerns and/or disruptive behaviors by students.
1. **CARE Team Coordinator:** The Dean of Students¹ (or their designee) serves as the Coordinator for the CARE Team and recommends operational leads and team member appointments.
 2. **Operational Leads:** Operational Leads are charged with ensuring the team's overall administrative and operational effectiveness. Operational Leads are appointed by the CARE Team Coordinator in consultation with the appropriate supervisor.
 3. **Team Membership:** CARE Team membership generally includes representatives from the following departments: The Office of the Dean of Students, University Mental Health Services, Department of Public Safety, University Counsel, Residence Life & Housing, Office of Institutional Equity, and Disability Services. Membership is based on the functional area and not the individual. Additional information on membership roles and responsibilities may be found in CARE Team Procedures.
 4. **Additional Consultation:** At times, it may be essential to consult with additional individuals or offices to facilitate a resolution. Additional consultations may occur with any relevant University department that can support resolution.
- E. **CARE Team Meetings:** The CARE Team will meet on at least a monthly basis to share information and reports, to develop intervention plans, to debrief events/situations, and to engage in training. The CARE Team is authorized to hold ad-hoc meetings as needed which can be scheduled by any Core Team Member. Additional information may be found in the [CARE Team Procedures](#).

¹ In the absence of a Dean of Students, the supervising Assistant/Associate Vice Chancellor or Vice Chancellor will appoint an interim CARE Team Coordinator.

- F. Record Keeping: The CARE Team will maintain all relevant records in accordance with University record retention policies.
- G. Reporting: The CARE Team will exercise due diligence while balancing supporting the needs of individuals with the safety of the community. The CARE Team can only make decisions based on available information, thus promoting campus wide reporting is critical to the CARE Team’s success.
1. Emergency or Life-Threatening Events: An emergency or life-threatening event is an event in which violent behavior is occurring, or where it appears that violent behavior is imminent, such as a verbal altercation that appears to be escalating. University employees are required to immediately report all actual or imminent violent behavior that is observed while on campus or at off-campus University sponsored events.
 - Occurring on campus: To report medical emergencies or life-threatening violent behavior, call either: 1) 9-911 from a campus phone, which will also simultaneously alert UCCS Police; or 2) UCCS Police at (719) 255-3111.
 - Occurring at off-campus University sponsored events: To report emergency or life-threatening violent behavior occurring at an off-campus University sponsored event, call 911 from any phone. After the emergency is over, notify the Department of Public Safety of the details of what occurred at the first possible opportunity.
 2. Emerging or Potential Concerns: An emerging or potential concern is where a student is displaying behaviors of concern in a non-emergency situation. These concerns should be reported through the [CARE Submission Form](#).
- H. Assessment: The CARE Team will use an objective approach in evaluating and responding to each incident. CARE Team members will rely on their professional judgment and appropriate campus and community resources. They will also use a risk classification system, with an identified list of criteria, and these categories will be used to assist in developing the appropriate response when considering both resources and timeliness. Additional information may be found in the CARE Team Procedures (which are posted on UCCS website)
- I. CARE Team Action: In responding to specific cases, the CARE Team will gather data, assess information, and deploy interventions to respond to student behaviors of concern. Such action may include the following:
1. Immediate intervention, including welfare checks, by UCCS Police, UCCS Mental Health Services, UCCS Residence Life & Housing, or the Office of the Dean of Students.
 2. Health or safety emergency notifications to appropriate recipients, pursuant to the Family Educational Rights and Privacy Act (“FERPA”), 20 U.S.C. § 1232g.
 3. UCCS Police or other law enforcement agency response.
 4. Meeting, phone call, or email communication with the reporting party, CARE Team members or other support services providers.
 5. Gathering additional information regarding the behavior of concern, including contacting UCCS faculty and staff.

6. Requesting the involvement of appropriate campus support services.
 7. Referring student to other on- and off-campus services, including the Office of the Dean of Students (or other designated conduct authority) for review and possible action under applicable university policies and procedures.
- J. Confidentiality: The members of the CARE Team will adhere to the laws and standards governing the disclosure of information to third parties both within and external to the University. Further, CARE Team members will comply with any additional ethical and legal requirements that are binding upon members of a particular profession. While CARE Team cases are generally considered confidential, the University discloses information to third parties if permissible.
- K. Students No Longer Affiliated with the University: When a student has been identified to the CARE Team and is either in the process of leaving the University or is no longer affiliated with the University, and the CARE Team determines the individual exhibits behaviors of concern, the CARE Team will notify the third parties as appropriate and permissible.
- L. Resources: Additional Campus resources and CARE Team information is available at the UCCS [CARE website](#).

III. KEY WORDS

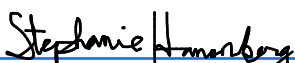
Crisis, Disturbed, Distressed, Emergency, Mental Health, Students of Concern, Threat Assessment

IV. RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES, AND OTHER RESOURCES

- A. Administrative Policy Statements (APS) and Other Policies
 1. [APS 7008: Student Behavior of Concern](#)
 2. [UCCS Student Code of Conduct](#)
 3. [UCCS Campus Policy 100-007 Violence Free Campus](#)
- B. Procedures
 1. CARE Team Procedures – See website
- C. Forms
 1. [Submission Form](#)
- D. Guidelines
 1. N/A
- E. Other Resources (i.e. training, secondary contact information)
 1. [UCCS CARE Website](#)
- F. Frequently Asked Questions (FAQs)
 1. See UCCS CARE website

V. HISTORY

Initial policy approval	October 5, 2012
Policy Revised	April 25, 2017; February 12, 2026


[Stephanie Hanenberg \(Feb 23, 2016 20:16:29 MST\)](#)

Tia Grigg

Approved for legal sufficiency