

SECTION 800.29

CARES TEAM

The LRSC Cares Team is a behavioral intervention team at Lake Region State College that works to ensure a safe and supportive campus environment. The team identifies and assesses concerning behaviors, coordinates appropriate responses, and connects individuals to resources. While not a disciplinary body, it brings together staff from across campus to intervene early, support those in need, and reduce potential risks to the community.

**Mission**

The LRSC Cares Team promotes a safe and healthy environment by proactively identifying, assessing, and responding to behaviors that may pose a risk to the safety and well-being of our community. The LRSC Cares Team utilizes a collaborative, interdisciplinary approach to ensure a coordinated response and provide appropriate support.

**Scope**

The LRSC Cares Team serves as the college's Behavioral Intervention Team, focusing on early identification and response to student and employee behaviors that may indicate a risk to the safety, health, or well-being of individuals or the campus community.

The team is responsible for:

- Reviewing reports of concerning, disruptive, or threatening behaviors
- Assessing potential risks using evidence-based tools and professional judgment
- Coordinating timely and appropriate interventions or referrals to campus and community resources
- Supporting individuals of concern while maintaining a focus on community safety
- Promoting awareness of behavioral concerns and reporting processes across campus

Using a research-based risk rubric, the team operates using a collaborative, interdisciplinary model that involves professionals from student services, academic affairs, human resources, counseling, security, and other relevant areas. The LRSC Cares Team is not a disciplinary body but works alongside existing conduct and support systems to provide a coordinated and compassionate response.

This scope includes all LRSC campus locations and programs, and the team meets regularly to review cases, monitor ongoing situations, and ensure continuity of care and communication.

**Membership**

The LRSC Cares Team consists of the Assistant Vice President of Student Affairs, Counseling, a representative from Student Success, Director of Housing and Student Life, a member of faculty, and is chaired by the Director of Human Resources. Membership is based on the functional area and not the individual. Members of the LRSC Cares Team have regular contact with the campus community, which helps them in their assessment and deployment of interventions. Other employees may be brought into a meeting if needed.

## **Authority**

The authority of the LRSC Cares Team lies in its role as a centralized, advisory body that coordinates the college's response to behavioral concerns. While it does not have disciplinary or law enforcement power, the team is authorized by college leadership to:

- Receive and review reports of concerning behavior from any member of the campus community
- Access relevant information (within FERPA, HIPAA, and institutional policy limits) to assess risk and determine appropriate next steps
- Make recommendations for interventions, referrals, or accommodations that support the individual and promote campus safety
- Coordinate with campus departments (such as student conduct, academic affairs, counseling, HR, or security) to implement actions
- Maintain records and monitor ongoing cases to ensure continuity of care and risk management

The team operates under the authority of the college administration and in alignment with institutional policies. While it does not replace disciplinary procedures or clinical care, it works in partnership with those offices to respond proactively and responsibly to emerging concerns.

## **Reporting**

All members of the campus community should report behavior that causes concern, is disruptive, or contains threats of harm to self or others. These behaviors may or may not constitute a violation of our student or employee code of conduct.

Non-emergency reports can be made by submitting the LRSC Cares Referral Form on our website. Emergency situations should be reported immediately to the Devils Lake Police Department by calling 911.

## **Function**

The function of the LRSC Cares Team is to promote a safe, healthy, and supportive campus environment by identifying and responding to behaviors that may pose a concern to an individual's well-being or the safety of the broader campus community.

More specifically, the team's function includes:

- Monitoring and assessing reports of concerning, disruptive, or potentially harmful behaviors from students, employees, or others affiliated with the college
- Coordinating a proactive response through collaboration across departments (such as counseling, academics, student services, HR, and campus security)
- Providing support or intervention for individuals in distress or exhibiting signs of difficulty, while ensuring appropriate referrals to resources
- Deploying timely and appropriate interventions to address concerns and connect individuals with support systems. Mandated assessments are only considered when a person is rated at elevated or higher on the risk rubric.
- Reducing risk and preventing escalation through early identification and consistent follow-up
- Educating the campus community about recognizing and reporting behaviors of concern

The team serves as a centralized point of contact for behavioral concerns and functions as a non-disciplinary, problem-solving resource to maintain the well-being and safety of the LRSC community.

In some instances, the LRSC Cares Team will operate with limited available information. The LRSC Cares Team will exercise due diligence while balancing supporting the needs of individuals with the safety of the campus.

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**History**

Administrative Council Approved 09/14/16

Administrative Council Approved 05/31/2023

Administrative Council Approved 07/25/2025