WHO TO CALL
A QUICK REFERENCE GUIDE FOR REPORTING A PROBLEM

EMERGENCIES
In the event of an emergency or where immediate action is required to preserve life or property contact:
Ferris State University DPS (231) 591-5000

OTHER SERIOUS SITUATIONS
For serious, but non-emergent situations where immediate action is not required to preserve life or property contact:

<table>
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<tr>
<th>CONCERN</th>
<th>Contact for Concerns About STUDENTS</th>
<th>Contact for Concerns About EMPLOYEES</th>
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<td>MISCONDUCT (INCLUDING ACADEMIC MISCONDUCT)</td>
<td>OFFICE OF STUDENT CONDUCT (231) 591-3619</td>
<td>HUMAN RESOURCES (231) 591-2150</td>
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<tr>
<td>DISABILITY ACCOMMODATION(S)</td>
<td>EDUCATIONAL COUNSELING AND DISABILITIES SERVICES (231) 591-3057</td>
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<td>DEATH OF A FERRIS COMMUNITY MEMBER</td>
<td>VICE PRESIDENT FOR STUDENT AFFAIRS OFFICE (231) 591-3578</td>
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<td>MENTAL AND/OR PHYSICAL HEALTH CONCERNS &amp; CONSULTATIONS OR REFERENCES TO SUICIDE (IF IMMINENT RISK CALL DPS)</td>
<td>BIRKAM HEALTH CENTER (231) 591-2614</td>
<td>PERSONAL CONCERNS ENCOMPASS 1-800-788-8630</td>
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<td>DISCRIMINATION &amp; BIAS INCIDENTS</td>
<td>PERSONAL COUNSELING CENTER (231) 591-5968</td>
<td>CONCERNS ABOUT ANOTHER INDIVIDUAL HUMAN RESOURCES (231) 591-2150</td>
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<td>SEXUAL MISCONDUCT, SEXUAL HARASSMENT, INTIMATE PARTNER VIOLENCE, &amp; STALKING</td>
<td>DIRECTOR OF EQUAL OPPORTUNITY (231) 591-2152</td>
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Ferris State University is an equal opportunity institution. For information on the University’s Policy on Non-Discrimination, visit ferris.edu/non-discrimination.
In addition to the resources on the front of this card, the Behavior Review Team (BRT) is a team of professionals who meet as needed throughout the year to review referrals of student behavior that raise significant concern.

**BEHAVIORS OF CONCERN**

Although there is no single or combined set of indicators that will always reliably predict an individual’s future behavior, the BRT does take into consideration odd, suspicious and/or inappropriate behavior that rises beyond a typical classroom or student employee management concern.

These behaviors of concern may be observed in a variety of mediums including their speech, written words, and/or their actions. Concerns may include:

**Academic Behavior Indicators**
- Deterioration in quality of work
- Erratic performance
- Extreme disorganization
- Overblown or disproportionate responses to grades/evaluations

**Emotional Indicators**
- Direct statements of loss and/or significant distress, expressions of hopelessness
- Angry and aggressive outbursts or other significant behavioral problems
- Direct or veiled threats of harm to self or others

**Physical Indicators**
- Deterioration in appearance/hygiene
- Noticeable cuts, bruises, burns
- Disorganized speech, confusion, slurring speech
- Throwing things, hitting people, etc.

**Other Indicators**
- Concerns expressed about the same student by multiple peers, faculty, or staff
- Students who are repeatedly behaving in violation of the Student Code of Conduct (including academic integrity violations)

### REPORTING/REFERRING

Emergencies and acts of violence should immediately be reported to the Ferris State University Department of Public Safety at x5000/(231) 591-5000/911. Faculty and staff working at KCAD and/or a statewide location should report emergencies to local law enforcement/911.

**Report Online**
Visit Ferris.edu/studentcode to report concerning behavior online.

**Report Via Phone**
Faculty, staff and others may refer any student demonstrating behaviors of concern to any member of the Behavior Review Team. The Behavior Review Team is also available for consultation to determine who and how best to respond given all the information available.

**BRT Members**
- Dean of Student Life (231) 591-5916
- Assoc. Dean of Student Life & Director of Student Conduct (231) 591-3619
- Associate Provost of Academic Operations (231) 591-2300
- Director of Birkam Health Center & Personal Counseling Center (231) 591-2697
- Title IX Coordinator (231) 591-2088
- Assistant Director of Public Safety (231) 591-5900
- Associate Director of Housing (231) 591-3759
- Staff Attorney (231) 591-4822
- Department Coordinator, Educational Counseling & Disabilities Services (231) 591-2742