Mental Health Response and Behavioral Report

> Under Florida Statute, Section 1006.601(4)(b)1, Florida now requires colleges and universities to provide training for faculty to detect and respond to mental health issues and connect students to appropriate mental health resources.

This section provides the foundational information needed to fulfill your role effectively and focuses on the essential competencies of recognizing signs of concern and making appropriate referrals to available support resources.

What to Notice

Domain	Signs
Academic	Sharp decline in performance, marked change in attendance, missing deadlines from a previously reliable student, inability to concentrate
Physical	Marked weight change, visible exhaustion, deterioration in hygiene or appearance, signs of intoxication in class, unexplained injuries
Emotional and Behavioral	Tearfulness, irritability or anger out of proportion, withdrawal from people they used to engage with, agitation, apparent hopelessness
Content	Writing, artwork, or comments referencing death, suicide, hopelessness, or having nothing to lose, giving away possessions, saying goodbye
Disclosure	Directly telling you they are struggling or having thoughts of harming self or others

How to Respond

1. **Speak to them privately** and without an audience. Name what you have observed in specific and non-judgmental terms: *"You've missed the last three classes and that is not like you. How are you doing?"*
2. **Listen without rushing to fix it.** Do not minimize, do not compare it to your own experience and do not offer a diagnosis.
3. **Ask directly if you are concerned about suicide:** *"You mentioned that you are struggling and feeling hopeless. Are you thinking about killing yourself?"* The research is clear that asking this question does not plant the idea and it is often a relief to be asked plainly.
4. **Connect them to resources, do not just refer them.** Offer to call together from your office. A phone number handed to someone in crisis is frequently never used. FSCJ offers the Student Assistance Program and the 988 Suicide and Crisis Lifeline for immediate concerns.
5. **Do not promise confidentiality.** Say you will involve people who can help.
6. **Stay with them if there is any indication of immediate risk.** Do not send them away and do not leave them alone.

If there is Immediate Danger

- **Call 911** from college classroom or office telephone, when available. Using a college telephone will automatically notify Campus Security and provide emergency personnel with your exact location.
    - **Remain with the individual until help arrives.** Do not attempt to transport them yourself.
- **The 988 Suicide and Crisis Lifeline is available by call or text** and can advise you as the person helping, not only the person in crisis.

How to submit a Threat Management Team Report

Threat management is a proactive approach toward preventing violence and other unwanted outcomes. **When risk is not immediate, but you are concerned, submit a threat management team report.**

One caution about scope

Share what you observed, but do not expect to receive information back. Some student mental health information is protected and is confidential.

Critical incident stress and your own response

Reactions after a serious incident are normal and predictable: difficulty sleeping, intrusive replaying of events, irritability, difficulty concentrating, numbness, guilt about what you did or did not do, physical symptoms and avoidance of the place it occurred. Most reactions ease over several weeks.

When to get help rather than wait it out

You should seek support if symptoms are severe, are not improving after several weeks, are interfering with work or relationships or involve thoughts of harming yourself. FSCJ offers support resources through our Employee Assistance Program.

Practical support for colleagues

- Check in specifically rather than generally, cover a task without being asked and do not tell someone how they should be feeling by now.
- Managers should expect reduced capacity for a period and plan for it; rather than treating it as a performance issue.

Following an incident

- Refer all media inquiries to FSCJ Marketing and Communications department. Do not comment about the situation, provide or confirm any information.
- Preserve what you observed in writing while it is fresh and give it to investigators.
- Do not discuss details on social media.
- Expect a formal after-action review; participate honestly. Its purpose is improvement, not blame.

Authority and Resources

- Section 1006.601(4)(b), Florida Statute Mental health training and threat management
- 988 Suicide and Crisis Lifeline
- SAMHSA guidance on critical incident stress