

Care, Concern, and Support

Chargers Looking Out for One Another

Creating a safe, healthy, and supportive campus community is a shared responsibility. Sometimes students, faculty, staff, or visitors may experience challenges that affect their well-being, academic success, workplace performance, or interactions with others.

If you are concerned about someone's behavior, well-being, or safety, Colby-Sawyer College encourages you to share your concerns. Early intervention allows the College to connect individuals with appropriate resources and support before a situation escalates.

When Should I Share a Concern?

You should consider sharing a concern if someone is:

- Displaying significant changes in behavior or mood
- Appearing overwhelmed, distressed, or unable to cope
- Making statements that suggest they may harm themselves or others
- Exhibiting threatening, intimidating, or disruptive behavior
- Demonstrating behaviors that raise concerns for personal or community safety
- Struggling academically, socially, or emotionally in a way that appears significant
- Experiencing a personal crisis that may require additional support

Trust your instincts. If something does not seem right, it is better to share a concern than to remain silent.

Where Should I Report My Concern?

Concerned about a student, employee, or member of the Colby-Sawyer community? Use the Community Member of Concern Report Form to share concerns about health, safety, well-being, or behavior. Reports are reviewed by appropriate College personnel to help connect individuals with support, resources, and intervention when needed:

<https://forms.cloud.microsoft/Pages/ResponsePage.aspx?id=jU9E9gEaekavj4pL6mAlkTjpW0rR4RRPuS1MGbQyGhtUN1RTQUpCT1FQM1BIRk5LQTZUM0NJSjdKOC4u>

Emergency Situations

If someone is in immediate danger, experiencing a medical emergency, threatening violence, or poses an immediate risk to themselves or others:

Call 911 immediately

Then contact:

Campus Safety
(603) 526-3300

Mental Health and Well-Being Concerns

If you are concerned about a student's emotional well-being, mental health, or ability to cope with college life:

Baird Health & Counseling Center
[Insert Contact Information]

Examples include:

- Anxiety
- Depression
- Significant emotional distress
- Difficulty adjusting to college
- Concerns about self-harm
- Substance misuse

Student Conduct and Community Standards Concerns

For concerns involving student behavior, community standards, or conduct-related issues:

Citizenship Education
[Insert Contact Information]

Employee Concerns

For concerns involving faculty or staff members, workplace behavior, or employee well-being:

Human Resources
[Insert Contact Information]

General Behavioral or Safety Concerns

For situations that do not fit neatly into one category, or if you are unsure where to start, submit a Behavioral Concern Report.

Reports are reviewed by appropriate College personnel who work together to assess concerns, coordinate support, and determine the most appropriate response.

What Happens After a Report Is Submitted?

Depending on the nature of the concern, College staff may:

- Reach out to the individual involved
- Connect them with campus resources
- Coordinate support services
- Gather additional information
- Monitor ongoing concerns
- Develop intervention or support plans
- Refer concerns to other College offices when appropriate

The College's multidisciplinary Behavioral Intervention Team assists with assessing concerns and coordinating support when situations require a collaborative response. The goal is always to promote individual well-being while maintaining a safe learning and working environment.

Privacy and Confidentiality

Information shared through a concern report is reviewed by appropriate College personnel and handled with care. While confidentiality cannot always be guaranteed, information is shared only with those who have a legitimate need to know in order to assess concerns, provide support, and protect the safety and well-being of the campus community.

See Something. Say Something. Support Someone.

Many individuals who receive help are identified because a member of the community noticed something concerning and took action.

By speaking up, you may help someone access resources, support, or assistance when they need it most.