Mental Health Resources Plan

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Section 1: Plan Fundamentals

1.1 Purpose

The Mental Health Resource Plan (MHRP) addresses mental health issues among the university’s students, faculty, staff, and visitors. The plan serves as a source of information that provides feasible intervention and response methods. It is critical that we are prepared to prevent violence on campus by assessing and addressing the mental health needs of those individuals who may be at risk of causing harm to oneself or others. This plan documents and organizes existing campus-related mental health resources and offers practical response methodologies for aiding mental health related situations.

1.2 Scope

The resources outlined in this plan will provide information for students, faculty, staff, and visitors at Purdue’s West Lafayette campus to use in emergent and non-emergent mental health situations. The main stakeholders involved in managing mental health situations may include collaboration of various campus resources and services such as the Student Behavior Intervention Team (SBIT), Counseling and Psychological Services (CAPS), Purdue University Student Health Center (PUSH), Office of the Dean of Students, Human Resources Employee Assistance, and Purdue police and fire departments.

1.3 Laws, Policies and Authorities

The inclusion of these laws, policies, and authorities provide information to the campus’s students, faculty, and staff. Having an understanding of laws, policies, and authorities that govern the topic at hand is a valuable tool in education, awareness, and implementation of the MHRP.

A) Laws:

1) Health Insurance Portability and Accountability Act (HIPPA). HIPPA privacy rule provides federal protection for personal health information.
http://www.hhs.gov/ocr/privacy/hipaa/understanding/index.html

2) Family Education Rights and Privacy Act (FERPA). FERPA is a federal law that protects the privacy of student education records.

3) Jeanne Clery Act (Clery Act). The Clery Act is a landmark federal law that requires colleges and universities across the United States to disclose information about crime on and around their campuses.
http://www.securityoncampus.org/index.php?option=com_content&view=article&id=271&Itemid=60

4) The Higher Education Opportunity Act (Public Law 110-315) (HEOA) was enacted on August 14, 2008, and reauthorizes the Higher Education Act of 1965, as amended (HEA).
B) Policies and Authorities:
  1) University Policies: http://www.purdue.edu/policies/index.html
  2) The Purdue University Student Conduct Code which outlines the conduct expectations of Purdue students: http://www.purdue.edu/purdue/about/integrity_statement.html
  3) The Purdue Faculty and Staff Handbook which outlines rules, regulations, and expectations of Purdue faculty and staff: http://www.purdue.edu/faculty_staff_handbook/
  4) University Regulations http://www.purdue.edu/univregs/index.html

1.4 Situation and Assumptions

A) Situation
  1) The mental health behaviors addressed in this plan include: suicidal or homicidal threats, threatening and aggressive behavior, disruptive behavior, and individuals seeking counseling and psychological services.

B) Assumptions
  1) A significant amount of mental health situations will occur with little to no warning.
  2) One may be confronted by an individual needing emergent or non-emergent counseling or psychological services.
  3) Emergent or non-emergent mental health issues may require both the cooperation and coordination of internal and external organizations.
Section 2: Phases of Mental Health Emergency Management

2.1 Mitigation/Prevention includes:

A) Awareness of key mental health emergent and non-emergent behaviors.

B) Knowledge of feasible intervention and response methods to mental health situations.

C) The willingness to assist during an emergent and non-emergent mental health situation. Such assistance may consist of listening non-judgmentally, giving reassurance and offering information about on-campus and off-campus professional organizations.

D) Emergent and Non-emergent Mental Health Behaviors may include:

1) Suicidal and Homicidal Threats may include withdrawal from friends, family, and regular activities, written or verbal statements, violent actions, inappropriate use of violent themes/subjects, rebellious behavior, drug or alcohol use, unusual neglect of personal appearance, marked personality change, persistent boredom, difficulty concentrating, a decline in quality of school work, frequent or increased complaints about physical symptoms such as stomachaches, headaches, fatigue, etc., loss of interest in pleasurable activities, and not tolerating praise and rewards.

2) Threatening or Aggressive Behaviors may include explicit thoughts or threats, yelling, screaming, out-of-control verbal remarks or gestures, fighting, exaggerated emotional responses, destruction to oneself or property, and stalking.

3) Disruptive Behaviors may include interfering with normal teaching or administrative duties. Examples include persistent inappropriate tardiness, frequent unrelated or inappropriate comments, and excessive contact.

4) Individuals seeking counseling and psychological services may ask for assistance. They may illustrate an uncharacteristic change in appearance or hygiene, change in quality of work, and a persistent change in mood.
2.2 Preparedness

Proper mental health preparedness and education may reduce the number of injuries and fatalities that might otherwise occur if we are underprepared.

A) Be familiar with the Purdue’s police and fire departments. Dial 911 for police, fire, and medical emergencies. For non-emergencies dial (765) 494-8221 or email the police department at police@purdue.edu. You can also visit the Purdue police department website at http://www.purdue.edu/police/. You can reach the Purdue fire department for non-emergencies at (765) 494-6919 or email the fire department at fire@purdue.edu. The fire department website is located at http://www.purdue.edu/fire/.


C) Connect with the campus emergency warning notification system — Purdue ALERT. Purdue utilizes multi-layered communication methods to quickly spread emergency warning notifications through the use of all hazards outdoor emergency warning sirens, fire alarms, text messaging, Twitter notification, Desktop Popup Alerts, Alert Beacons, digital signs, email, the Purdue Emergency Status page, and the Boiler television emergency alerting system. These methods are further discussed at https://www.purdue.edu/ehps/emergency_preparedness/warning-system.html.

D) Know your on-campus and off-campus mental health resources and services. Know who to call once an individual demonstrates that they are experiencing a mental health situation and in need of assistance. There are several on-campus and off-campus resources and services available (see Section 4).

E) Educate yourself about mental health by utilizing training tools that are designed to assist you in becoming aware of mental health on college campuses. Discuss educational tools with your colleagues and students. There are a variety of mental health educational tools available such as the following:

1) Workshops and Seminars are provided through Purdue Counseling and Psychological Services (CAPS). CAPS offer a wide variety of outreach programs. CAPS can tailor workshops and seminars to fit your psycho-educational programming needs and will work with you to customize design specific programs to meet classroom, student organization, and

3) **The Lafayette Crisis Center** has staff and volunteers available to speak to small groups and large classes about any of the crisis center services such as active listening skills, suicide prevention, rape, volunteering, and other related topics. To schedule a speaker call (765) 742-0247.

4) **The Purdue Campus Emergency Preparedness and Planning Office** provides monthly All Hazards Awareness training and many other preparedness resources. See the website at [http://www.purdue.edu/ehps/emergency_preparedness/](http://www.purdue.edu/ehps/emergency_preparedness/) for more specific information.

5) **Purdue University Student Wellness Office** provides a variety of opportunities for students to learn how they can reduce health risks, maintain positive health behaviors, and manage stress levels. The Student Wellness Office also provides a number of learning tools for resident assistants. Learn more about RA-Aid “Potty Talks” at [http://www.purdue.edu/ra-aid/index.shtml](http://www.purdue.edu/ra-aid/index.shtml). Read more information about the Student Wellness Office at [http://www.purdue.edu/swo/](http://www.purdue.edu/swo/).

2.3 **Response**

A) Assess the situation and choose the appropriate response. Determine the type of mental health situation, the location, and the magnitude of the situation. Notify appropriate emergency responders. Do not delay calling emergency responders. Steps that can be taken during a mental health situation are as follows.

1) **Threatening or Aggressive Behaviors**
   (i) Step 1: Immediately report threatening or aggressive behavior - Dial 911.
   (ii) Step 2: Maintain voice control while addressing the behavior as a way of de-escalating or temporarily managing the situation until responders arrive.
   (iii) Step 3: Remain on location until responders arrive – be prepared to give incident details.
2) **Disruptive Behaviors**
   (i) Step 1: Respond immediately and consistently – maintain voice control as a way of de-escalating or temporarily resolving the situation.
   (ii) Step 2: Remind the class of the general standards for behavior, if needed put the class on break while you address the disruptive behavior.
   (iii) Step 3: If behavior continues call university police by dialing 911 - be prepared to give incident details.

3) **Suicidal and Homicidal**
   (i) Step 1: Immediately report suicidal and homicidal behavior - Dial 911.
   (ii) Step 2: While the individual is in your presence keep notes on their behavior.
   (iii) Step 3: Remain on location until responders arrive – be prepared to give incident details to the responders.

4) **Individuals Seeking Counseling**
   (i) Step 1: Listen: Listening is an important part of support.
   (ii) Step 2: Empathize: Understanding from another’s perspective is often helpful.
   (iii) Step 3: Refer: Recommend one of the many campus mental health services or resources.

B) Purdue has created a Behavior Intervention Team (BIT) to identify and address mental health situations in which the behavior of students pose a threat to themselves or others. BIT meets monthly or as needed to review reports of troublesome behaviors with consideration given to all confidentiality laws and standards. More information on BIT can be accessed through the Office of the Dean of Students.

2.4 **Recovery**

A) Address long-term needs. Some options for addressing long term needs are as follows
1) Identify individuals who may need long-term mental health support or intervention.
2) Develop a system to identify distressed persons on campus during a recovery period.
3) Provide critical incident stress debriefing during class time or duty shifts.
4) Inform students, faculty, and staff of on-campus and off-campus mental health resources.
5) Provide mental health educational material to students, faculty and staff, and visitors.
6) Conduct brief interviews with students, faculty, and staff after a crisis.
Section 3: Concept of Operations

The Mental Health Resource Plan (MHRP) provides practical response methodologies for aiding emergent and non-emergent mental health related situations. MHRP is designed as a flexible suggested system in which part or the entire plan may be activated, as appropriate to the situation.

The basic concept of operations (see Figure 2) is created to show the collaborative team work between mental health resources and services available on-campus and off-campus.

The plan’s purpose is to **mitigate**, **prevent**, **prepare**, **respond**, and **recover** from mental health situations by increasing knowledge and awareness of on-campus and off-campus mental health resources and services.

Mental health emergencies exist when an individual or group of individuals is unable to appropriately manage their behavior(s) thereby becoming a threat to themselves or others. There are emergent and non-emergent mental health situations that will affect students, faculty, and staff’s ability to progress in their studies and work.

In general, the overreaching purpose of the MHRP is to emphasize the importance of maximizing campus mental health emergency management through education and awareness.
Section 4: Resources

On-Campus

- Purdue University Police Department (PUPD) [https://www.purdue.edu/ehps/police/](https://www.purdue.edu/ehps/police/)
- PUPD's Crisis Intervention Program (CIT) [https://www.purdue.edu/ehps/police/programs/crisisintervention.html](https://www.purdue.edu/ehps/police/programs/crisisintervention.html)
- Student Behavior Intervention Team [http://www.purdue.edu/odos/behavior/behavior.html](http://www.purdue.edu/odos/behavior/behavior.html)
- Purdue University Fire Department (PUFD) [https://www.purdue.edu/ehps/fire/](https://www.purdue.edu/ehps/fire/)
- Office of Dean of Students (ODOS) [https://www.purdue.edu/odos/](https://www.purdue.edu/odos/)
- Disability Resource Center (DRC) [http://www.purdue.edu/drc/](http://www.purdue.edu/drc/)
- Office of Institutional Equity (OIE) [http://www.purdue.edu/ethics/oie/](http://www.purdue.edu/ethics/oie/)
- Purdue University Student Health (PUSH) [https://www.purdue.edu/push/](https://www.purdue.edu/push/)
- Counseling and Psychological Services (CAPS) [https://www.purdue.edu/caps/](https://www.purdue.edu/caps/)
- Purdue Counseling & Guidance Center [http://www.edst.purdue.edu/counselingPsychology/PCGC.html](http://www.edst.purdue.edu/counselingPsychology/PCGC.html)
- Student Wellness Office [http://www.purdue.edu/swo/](http://www.purdue.edu/swo/)

Off-Campus

- Tippecanoe County Health Department [https://www.tippecanoe.in.gov/270/Health-Department](https://www.tippecanoe.in.gov/270/Health-Department)
- Lafayette Crisis Center [https://www.mhatippecanoe.org/services/crisis-center](https://www.mhatippecanoe.org/services/crisis-center)
- Wabash Valley Hospital [http://www.wvhmhc.org/](http://www.wvhmhc.org/)