

**CAROLINAS COLLEGE OF HEALTH SCIENCES
POLICY AND PROCEDURE**

STUDENT AFFAIRS

SUBJECT: PSYCHOLOGICAL WELLNESS AND STABILITY

REVIEWER(S): Dean of Student Affairs and Enrollment Management*
Provost

POLICY

Carolinas College of Health Sciences seeks to promote student academic progress and personal well-being. Carolinas College is committed to supporting students by assisting students facing personal and/or academic concerns and ensuring students are aware of and have access to resources that will allow them to thrive and be psychologically well. Carolinas College contracts with Atrium Health for counseling services, including treatment, assessment, and counseling. The Employee Assistance Program (EAP) provides confidential help to students, employees, and members of their immediate families for a variety of issues including marital conflicts, financial problems, job stress, emotional difficulties, alcohol and/or drug problems, and parenting issues. Students must be in a proper state of mind to participate in class, lab, and/or clinical activities. Carolinas College relies upon the expertise of program counselors to determine the degree of impairment, treatment, and return to school readiness.

PROCEDURE

A. Preventative Measures

1. Educational programming related to topics such as mental health, stress management, financial literacy, and other topics related to wellness is provided to students.
2. To support the academic progress of students, Carolinas College is committed to accommodating qualified students with disabilities, including psychiatric or emotional disabilities.
3. All students who are currently enrolled in Carolinas College are eligible to schedule an appointment to see a counselor through EAP.
 - The services are available at no charge.
 - The sessions are time-limited, with a maximum number of six (6) sessions permitted per year. The year will begin the day of the student's first session. However, after the student's sixth session or a year has elapsed from the student's first session, the topic of discussion can no longer be discussed; EAP will refer students to extended counseling services.
 - Students may request information on EAP from faculty or staff including the student success coordinators.
4. Faculty and/or staff may provide EAP information to the student for self-referral for counseling services when:
 - The student expresses a need that is of a personal counseling nature.
 - There is a behavior concern or signs that the faculty and/or staff sincerely believe that a referral may help.

B. Crisis Response and Intervention

1. The early identification of persons at risk for self-harm or harm to others is essential. Immediate help should be sought if someone has spoken about suicidal ideations, or a suicide plan; being a victim of other violence; or if someone has expressed ideations and or a plan to hurt someone.
2. In an emergency, faculty and/or staff should contact the Charlotte Mecklenburg Police Department (911) and Atrium Health Security (704-355-3333) immediately.
3. In situations that are not immediately urgent but there is still a sincere concern for the wellbeing of the student by a faculty and/or staff member, the program chair should be notified, and the chair should try to contact the student by phone. If contacting the student by phone is not successful, the chair should notify the Dean of Student Affairs and Enrollment Management who will then try and reach the students' emergency contact.
4. If there is not a response from the emergency contact within 24 hours, the Dean of Student Affairs and Enrollment Management may reach out to Charlotte Mecklenburg Police Department

(311) for a wellness check. If there is reasonable concern from faculty or staff that 24 hours may be too long, then the wellness check may be initiated without waiting 24 hours if there is no answer with the emergency contact.

C. Information Disclosures

If Carolinas College believes the safety of a student or any other person is at risk, the college may contact family members, individuals a student has identified as emergency contacts, or other persons as the college deems necessary or appropriate under the circumstances. Consistent with the guidelines outlined in the Federal Education Rights and Privacy Act (FERPA), pertinent student information may be disclosed to appropriate officials in a health or safety emergency.

D. Clinical Eligibility

Students who are perceived to be psychologically impaired and such psychological impairment is substantiated by at least two individuals in a supervisory/faculty position will be immediately removed from the class/lab/clinical area to a private area. The student will be referred to EAP, who assesses the student's treatment needs and provides appropriate referral for treatment. Students that are perceived to be impaired and are referred to EAP may return to the class/lab/clinical site unless the supervisor/faculty and EAP counselor determine that it would be inappropriate or unsafe for the student to do so.

REFERENCES

Related Policies to Consult

Carolinas College:

ACADEMIC – Eligibility for Clinical Participation

Records: Privacy, Retention and Storage

STUDENT AFFAIRS – Accommodating Special Needs; Community Standards