



Student Resource Guide:

Supporting Students with Urgent Concerns or in Distress

2025-2026 Guide for Hampshire College Faculty & Staff

Last Updated August 2025 by JEA team members and key collaborators across Hampshire's campus.

Note: If you find any information on this document that should be updated, please email jea@hampshire.edu

On-Campus Reporting Options

- **Reporting Options** - To report an incident/concern, please email the following email addresses:
 - General Student Concern (earlyalert@hampshire.edu) – managed by JEA and CASA team members
 - Title IX, VAWA, Sexual Misconduct, Relationship Violence and Stalking (titleix@hampshire.edu)
 - Violation of Community Standards and Standards for Student Accountability (studentsuccess@hampshire.edu)
 - Academic Concerns (CASA@hampshire.edu)
 - Health and Safety Concerns (csw@hampshire.edu)
 - Employee and Employment Concerns (HR@hampshire.edu)
 - Residence Life & Housing Concerns (housing@hampshire.edu)
 - Civil Rights Violations / Bias Incidents (civilrights@hampshire.edu)
 - Accessibility Concerns (oars@hampshire.edu)
 - Students, faculty, staff, and non-community members who would like to submit an anonymous report can do so by clicking [here](#).
 - Unsure who to contact to address your concern? Give Campus Safety and Wellbeing a call at 413.559.5424 and a member of our team will help to address your concern and connect you with the appropriate offices/resources.
 - The emails above and anonymous form are **NOT for emergency or urgent reports**; if you need to report an emergency or hazardous situation, please call **Campus Safety and Wellbeing at 413.559.5424** for immediate assistance. Any community member may email to report an incident or concern and will be contacted during business hours to follow up on the report. The College's normal business hours are Monday-Friday between 8:30 am - 4:30 pm.
- **Responsible Employee at Hampshire College**
 - All Hampshire College employees, with the exception of Health and Counseling Staff and individuals designated as Private Resources, **must report to the Title IX Coordinator when they have information about conduct that may reasonably be prohibited by the Title IX Policy & Grievance Procedures**. This includes full-time, casual, and student employees. When in doubt, please contact the Title IX Coordinator.
 - All Hampshire employees must **share** information about the Title IX Office with students who are experiencing pregnancy or related conditions.
- **Hampshire's Community Responder Model**
 - Hampshire has a comprehensive community responder model and all Hampshire faculty and staff are included in that support structure.
 - The community responders include Campus Safety and Wellbeing (CSW), Residence Life on Call, the Administrator on Call (Senior Staff in JEA), and the Counselor on Call (HCS staff).
 - Our crisis responders work collaboratively to address concerns of students after hours, on weekends, and during the day.

Mental & Physical Health Resources

- [Hampshire College Health and Counseling Services \(HCS\)](#): HCS provides primary care and mental health services to Hampshire College students. Please call the office to schedule an appointment.
 - On campus, across from the Red Barn
 - 413.559.5458
 - Mon-Fri: 9:00 am - 4:30 pm
 - After-hours mental health support and medical advice: 413.559.5458 (Follow instructions at the prompt.)
 - Closed for clinical care when school is not in session.
- Campus Safety and Wellbeing: 413.559.5424
- [University of Massachusetts Health Services, Walk-In Clinic \(WIC\)](#): The WIC provides urgent care for non-life-threatening acute illnesses, injuries or symptoms. To be seen in the WIC please join the [virtual waiting room](#), and you will be informed of your approximate appointment time.
 - 150 Infirmary Way, Amherst, MA 01003
 - 413.577.5000
 - Mon-Fri: 4:30 pm - 8:00 pm | Sat-Sun: 11:00 am - 5:00 pm
- [MedExpress](#) : MedExpress is an urgent care center that provides immediate walk-in treatment for illnesses and injuries, wellness exams, and employer health services.
 - 424 Russell St, Hadley, MA 01035
 - 413.253.0483
 - 8:00 am - 8:00 pm, 7 days/week
- [Urgent Care at Cooley Dickinson](#): Cooley Dickinson Urgent Care in Amherst is a walk-in center, providing urgent care with no appointment necessary. This center offers daytime, evening, and weekend walk-in hours seven days a week (closed Thanksgiving, Christmas Eve, and Christmas). Treatment includes non-life-threatening minor illnesses and injuries 170 University Drive, Amherst, MA 01002
 - Mon-Fri: 8 am - 8 pm | Sat-Sun: 9 am - 5 pm
 - 413.582.4400, option 2

Guidance for assisting a student experiencing crisis / urgent concerns

- Speak directly to the student about your concerns, preferably in a private place.
- Be specific about the behaviors you've observed that have caused your concern.
- Ask direct questions.
- Be an active listener.
- Avoid labeling or diagnosing the person or the person's behavior.
- Frame the decision to seek and accept help as a courageous, mature choice.
- Offer alternatives and establish hope.
- Respect the person's privacy, but if you have serious concerns, consult!
- For conduct that may be Title IX concern that the student engaged in themselves or experienced, remind the student that you are a responsible employee / mandated reporter and you must report this information to the Title IX Coordinator. Allow the student an opportunity to stop talking to you and refer them to Health and Counseling Services or to a Private Resource.
- Call Campus Safety and Wellbeing (413.559.5424) if, at any point, you aren't sure what to do. CSW can assist you in reporting your concerns and/or connecting you with the appropriate resource.



Student Support Resources at Hampshire College



2025-2026 Guide for Hampshire College Faculty & Staff

Updated August 2025 by JEA team members and key collaborators across Hampshire's campus.

Note: If you find any information that should be updated in this document, please email jea@hampshire.edu

Note: Hampshire departmental websites are being updated during the restructure in 2025-2026. Please be patient with our community members as we continue to update our sites. When in doubt, and if not a crisis or emergency, call directly to the relevant office to ask questions as needed and to collaborate on a student support plan. "Live" phone calls are sometimes the BEST way to build connection and ensure prompt connection with appropriate resources.

Justice, Equity, and Antiracism (JEA)

- **Email:** JEA@hampshire.edu
- **Phone:** 413.559.6531
- **Location:** President's Office, Cole Science Center 116
- **Hours:** Monday-Friday, 8:30 am - 4:30 pm

Campus Safety & Wellbeing (CSW)

- **Email:** csw@hampshire.edu parking@hampshire.edu onecard@hampshire.edu
- **Phone Number:** 413.559.5424 (non-emergency), 413.559.5555 (emergency) 413.559.6171 (Administrative)
- **Location:** Ground floor of the Harold Johnson Library
- **Hours:** 24/7, 365 days a year (ALWAYS OPEN)

Notes about CSW -

- o If this is an emergency or you have an urgent request, please call Campus Safety and Wellbeing (CSW) at **413.559.5555 (emergency line)**, or dial 9-1-1.
- o CSW is open 365 days a year, 24 hours a day and a member of our team would be happy to assist you. The CSW office is located on the ground floor of the library.
- o The CSW Administrative Office is located on the ground floor of the library and is open Monday-Friday 7:00 am - 3:00 pm and closed Saturday & Sunday. We can assist you with bike and vehicle registration, parking information, ticket appeals, lost and found items, OneCard replacement or questions, credentialed driving information, fleet vehicle reservations, and CORI/SORI.

Residence Life

- **Email:** housing@hampshire.edu
- **Phone:** 413.559.5453
- **Location:** Dakin Student Life Center, 2nd floor
- **Hours:** Monday-Friday 8:30 am – 4:30 pm, closed 12 pm – 1 pm for lunch daily
- *If you (or a student) have a question about housing related matters, please email housing@hampshire.edu. If this is an urgent housing matter that needs immediate attention, please call us and request that the student stop by the Residence Life office located on the 2nd floor of Dakin Student Life Center (open Monday-Friday from 9 am - 4:30 pm) and/or contact Campus Safety & Wellbeing (413.559.5424).*

Health and Counseling Services (HCS)

- **Phone:** 413.559.5458
- **Location:** Montague House: (located near the Red Barn)
- **Clinic Hours:** Monday-Friday, 9:00 am - 4:30 pm
- **After-Hours:** Access mental health provider or triage nurse by calling HCS and following instructions on the outgoing message.
- **Note:** HCS provides confidential medical and mental health treatment to Hampshire College students.

Office for Civil Rights Compliance and Title IX – All Hampshire employees must **report** to the Title IX Coordinator when they have information about conduct that may reasonably be prohibited by the Title IX Policy & Grievance Procedures. All Hampshire employees must share information about the Title IX Office with students who are experiencing pregnancy or related conditions.

- **Director of Civil Rights Compliance & Title IX Coordinator:** Marilu Gamboa (she/her)
- **Email:** mglEA@hampshire.edu or TitleIX@hampshire.edu
- **Note:** Hampshire's Title IX Policy & Grievance Procedures is located [here](#)
- **Note:** Civil Rights Violations/Bias Incidents can be reported to civilrights@hampshire.edu.

Center for Academic Support and Advising (CASA)

- **Email:** advising@hampshire.edu
- **Phone:** 413.559.5498
- **Location:** Lemelson Building
- **Hours:** Monday - Friday, 8:30 am - 4:30 pm

Office of Accessibility Resources and Services (OARS)

- **Email:** oars@hampshire.edu
- **Phone:** 413.559.6277
- **Location:** Lemelson Building
- **Hours:** Monday - Friday, 9:00 am - 4:30 pm

Wellness Center

- **Email:** well@hampshire.edu
- **Phone:** 413.559.5743
- **Location:** Enfield Housing Area,
Next to the Basketball Court
- **Hours:** Monday-Sunday 8:30 am – 10:30 pm
- **JEA Lead:** Carolyn Strycharz (she/her)

Spiritual Life Center (SLC)

- **Email:** cstrycharz@hampshire.edu
- **Phone:** 413.559.5746
- **Location:** Enfield Housing Area #63B
- **Hours:** Monday-Friday 7 am - 10:30 pm,
Saturday & Sunday 7 am - 7 pm
- **JEA Lead:** Carolyn Strycharz (she/her)

Student Resource Center (SRC)

- **Email:** cstrycharz@hampshire.edu
- **Phone:** 413.559.5746
- **Location:** Merrill Student Life Center 1st Floor
- **Hours:** Available 24/7 for essential needs by calling CSW at 413-559-5424. Staffed open hours for the semester will be posted on the [Daily Digest](#) & [SRC HampEngage page](#) when finalized.
- **JEA Lead:** Carolyn Strycharz (she/her)

Lebrón-Wiggins-Pran Cultural Center (CC)

- **Email:** culturalcenter@hampshire.edu
- **Phone:** 413.559.5779
- **Location:** Lebrón-Wiggins-Pran Cultural Center
- **Hours:** Monday-Friday 10 am - 9:30 pm, Saturday & Sunday 11am - 7 pm
- **JEA Lead:** Latoyya Pleasant (she/her)

Queer Community Alliance Center (QCAC)

- **Email:** qcac@hampshire.edu
- **Phone:** 413.559.5320
- **Location:** Prescott
- **Hours:** Monday-Sunday 8:30 am – 10:30 pm
- **JEA Lead:** Anne West (she/they)

Center for Feminism (CFF)

- **Email:** cff@hampshire.edu
- **Phone:** 413.559.5320
- **Location:** Prescott
- **Hours:** Monday-Sunday 8:30 am – 10:30 pm
- **JEA Lead:** Anne West (she/they)

International Student Services (ISS)

- **Email:** iss@hampshire.edu
- **Phone:** 413.559.5673
- **Location:** 1st Floor, Merrill Student Life Center
- **Hours:** Monday-Friday 8:30 am – 4:30 pm
- **Dir. Domestic BIPOC & International Student Success:** Jacquida Mars (she/her)

Student Engagement

- **Email:** studentengagement@hampshire.edu
- **Phone:** 413.559.5453
- **Location:** 2nd Floor, Dakin Student Life Center
- **Hours:** Monday-Friday 8:30 am – 4:30 pm, closed 12 pm – 1 pm for lunch daily

Facilities & Grounds

- **Email:** facilities@hampshire.edu
- **Phone:** 413.559.5431
- **Location:**
- **Hours:** Facilities and Grounds staff work Monday-Friday, 6 am - 2:30 pm. Limited weekend support is available from Campus Services without 24/48 hour notice
- Need to submit a work order? See something that needs repair? [Click here.](#)

Students in Distress, Crisis, or Experiencing Urgent Concerns - Intervention and Support Quick Guide for Faculty and Staff Practices for <u>Supporting</u> , <u>Responding</u> , and <u>Documenting</u> Concerns				
INCIDENT TYPE	RECOGNIZE	RESPOND	REFER	REPORT
"Not sure what is wrong, but something is different/wrong, and I am noticing this."	<ul style="list-style-type: none"> • Disturbing content in paper/e-mails • Decline in academic performance • Excessive absenteeism • Irrational or bizarre behavior • Sudden change in demeanor (e.g. an extroverted student withdrawn, an organized student forgetful, etc.) 	<ul style="list-style-type: none"> • Express concern and care in a private place • Give a concrete example of a time when the student's behavior has worried you • Listen to and believe student's responses • Be supportive and encouraging if student agrees to get help 	Advice and consultation: <ul style="list-style-type: none"> • Hampshire Health and Counseling Services 413.559.5458 • Center for Academic Support and Advising 413.559.5498 • Hampshire College Campus Safety and Wellbeing 413.559.5424 Crisis and/or emergencies: <ul style="list-style-type: none"> • Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 • Dial 9-1-1 	<ul style="list-style-type: none"> • Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency) • Center for Academic Support and Advising 413.559.5498 • earlyalert@hampshire.edu
Academic Concerns An academic concern or issue could relate to a student missing classes, failing a course, and so on.	<ul style="list-style-type: none"> • Not attending/often late to class • Student is disengaged or distracted during class. • Low participation or reluctance to ask questions. • Struggling to grasp key concepts or ideas. • Gaps in foundational knowledge hindering progress. • Inability to meet deadlines or complete assignments on time. •Procrastination or disorganization in managing coursework. •Chronic absences or lateness to class. •Limited interaction or engagement in group work or discussions. •Student names feeling pressured to conform to peer groups rather than focus on academics. •Impact of social dynamics on academic focus and participation (e.g., housing, dining, etc.) 	<ul style="list-style-type: none"> • Express concern and care in a private place • Give a concrete example of a time when the student's behavior has worried you • Listen to and believe student's responses • Be supportive and encouraging if student agrees to get help 	Advice and consultation: <ul style="list-style-type: none"> • Hampshire Health and Counseling Services 413.559.5458 • Center for Academic Support and Advising 413.559.5498 • earlyalert@hampshire.edu Crisis and/or emergencies: <ul style="list-style-type: none"> • Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 • Dial 9-1-1 	<ul style="list-style-type: none"> • Center for Academic Support and Advising 413.559.5498 • earlyalert@hampshire.edu
Accommodations A request or potential need for official accommodations with the College in the classroom, across campus, and/or in the residence halls	Some examples may include, but are not limited to: <ul style="list-style-type: none"> •Requesting permission to move around the classroom •Needing breaks during class sessions •Requesting flexible seating arrangements •Asking for proximity to classroom exits •Seeking standing desk accommodations •Requesting extended test time •Need for note-taking assistance •Seeking accessible classroom seating •Requesting wheelchair-friendly housing •Asking for sensory-friendly study spaces •Needing closed captioning in lectures •Requesting priority registration for classes •Need for a reduced distraction environment 	<ul style="list-style-type: none"> • Express concern and care in a private place • Give a concrete example of a time when the student's access to the classroom may have been concerning to you • Listen to and believe student's responses • Be supportive and encouraging if student agrees to seek accommodations • If the student has accommodations, but hasn't submitted a semester request: walk through the process with them. • Offer connection to OARS if student is not already registered with OARS to help them navigate the process • Offer to virtually connect the student to OARs via email or walk them to Lemelson to connect with OARS staff •Offer to call the OARS office and/or help them outreach themselves via email 	Advice and consultation: <ul style="list-style-type: none"> • Hampshire Office of Accessibility Resources and Services (OARS) 413.559.6277 oars@hamphire.edu • Center for Academic Support and Advising 413.559.5498 Crisis and/or emergencies: <ul style="list-style-type: none"> • Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 • Dial 9-1-1 	<ul style="list-style-type: none"> • Hampshire Office of Accessibility Resources and Services (OARS) 413.559.6277 oars@hamphire.edu • Center for Academic Support and Advising 413.559.5498 • Hampshire College Campus Safety and Wellbeing (CSW) 413.559.5424 (non-emergency) / 413.559.5555

<p>Alcohol and/or other drug use without medical danger</p> <p>There are situations that occur within the residence hall, elsewhere on campus, and/or at off-campus locations that do not require medical attention. These situations should be documented and managed through the student community standards & accountability process.</p>	<ul style="list-style-type: none">• Intoxicated/high in class or at meetings/events• Excessive sleepiness or hyper energy• Decline in academic performance• References to alcohol or drug use in conversations, papers, projects, etc.• Deterioration in physical appearance (bloodshot eyes, dilated pupils, trembling hands, etc.)• Unusual smells on breath, body or clothes	<ul style="list-style-type: none">• Express concern or care• Give an example of a time when the student's behavior has worried you• Listen to and believe student's responses• Be supportive and encouraging if the student agrees to get help• Offer to help the student make an appointment with BASICS program for alcohol screening and intervention	<p>Advice and consultation:</p> <ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458• Wellness Center 413.559.5743 <p>Crisis and/or emergencies:</p> <ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555• Dial 9-1-1	<ul style="list-style-type: none">• Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)
<p>Alcohol and/or Other Drug Use or Misuse with medical danger and/or disruptive behavior</p> <p>The presence of an urgent concern or crisis due to possible substance use and/or misuse.</p>	<ul style="list-style-type: none">• Slurred speech or confusion• Difficulty standing or walking• Aggressive or erratic behavior• Vomiting or unresponsiveness• Passing out in public areas• Inability to focus on tasks• Disruptive actions during classes or events• Risky behavior; e.g., climbing structures• Frequent emergency calls for transport due to substance misuse <p><i>Signs of an Opioid Overdose</i></p> <ul style="list-style-type: none">•Unresponsive and difficult to wake•Slow/shallow breathing•May stop breathing entirely•Blue lips/fingernail indicating possible lack of oxygen•Pinpoint pupils and very constricted•Gurgling/choking sounds / Obstructed breathing•Cold, clammy skin and cool to touch	<ul style="list-style-type: none">• Express concern or care• Give an example of a time when the student's behavior has worried you• Listen to and believe student's responses• Be supportive and encouraging if the student agrees to get help• Offer to help the student make an appointment with BASICS program for alcohol screening and intervention	<p>Advice and consultation:</p> <ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458 <p>Crisis and/or emergencies:</p> <ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555• Dial 9-1-1	<ul style="list-style-type: none">• Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency) <ul style="list-style-type: none">• Dial 9-1-1
<p>Civil Rights Violations / Bias-Related Incidents</p> <p>Hampshire College prohibits discrimination on the basis of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, gender, gender identity, gender expression, genetic information and any other class of individuals protected from discrimination under state or federal law in any of its educational programs and activities, in employment and application for employment, and in admission and application of admission.</p>	<ul style="list-style-type: none">• Students expressing concern over something posted, written, shared, displayed, etc. that negatively refers to a population/identity/etc.• Students asking for clarification on what constitutes bias in a specific context (e.g., if someone says “x” to me/if someone writes “y” on a wall in my residence hall, is that racist?)• General bias-related statements, words, images, phrases, etc. posted physically and/or electronically, should be considered reportable. Bias-related incidents can be targeted toward an individual or a group.	<ul style="list-style-type: none">• Express concern and care in a private place, consider whether your social identities may impact the student and their comfort. Ask what the student would like to do• Listen to and believe student's responses• Be supportive and encouraging of a student’s decision to report a civil rights violation/ bias incident• Avoid criticizing, sounding judgmental, minimizing or blaming• Make sure the student is aware of the Civil Rights Office, civilrights@hampshire.edu	<p>Advice and consultation:</p> <ul style="list-style-type: none">• Director of Civil Rights Compliance and Title IX Coordinator Marilu Gamboa civilrights@hampshire.edu	<ul style="list-style-type: none">• Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency) <ul style="list-style-type: none">• Anyone can submit a Civil Rights Violation/ Bias Incident Report anonymously, on behalf of themselves or someone else

Bullying, harassment, sexual harassment, cyberstalking (Title IX - Must be reported)	<ul style="list-style-type: none">• Internet flaming, trolling, name-calling or harassment• Communications that continue after being told to stop• Threatening to release private information/photos• Verbal abuse, innuendo of a sexual nature, unwanted sexual flirtations• Demand for sexual favors by peer or supervisor accompanied by implied or overt threat concerning an individual's academic status or employment• Display of sexually suggestive pictures or cartoons in workspace, residence halls or online• Continued jokes, language, epithets, gestures or remarks of a sexual nature	<ul style="list-style-type: none">• Express concern and care• Listen to and believe student's responses• Avoid criticizing, sounding judgmental, minimizing or blaming• Encourage targeted student to save all digital communications as downloaded files and/or hard copies	Advice and consultation: <ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa titleIX@hampshire.edu• Title IX (confidential) Private Resources Carolyn Strycharz cakGE@hampshire.edu Isabelle Grady ibgDC@hampshire.edu• Hampshire College Campus Safety and Wellbeing 413.559.5424• Residence Life 413.559.5453	<ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa titleIX@hampshire.edu•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)
Drug Use and Distribution If students are suspected of distributing or misusing controlled substances, we should be prepared to support the students involved and protect the safety of the community. Incidents may include distribution of a controlled substance, sale of marijuana, pills, cocaine, heroin, etc.	<ul style="list-style-type: none">• Increased impulsivity or risk-taking behaviors• Frequent visitors at unusual hours• Suspicious exchanges or transactions in parking lots or public places• Excessive cash on hand or sudden financial windfalls• Having large amounts of a substance (pills, powders, etc.) in unusual packaging• Presence of drug paraphernalia (needles, scales, baggies)• Strong chemical odors or unusual smells from a location• Excessive security measures (cameras, locks, etc.) around a residence	<ul style="list-style-type: none">• Express concern and care• Avoid criticizing, sounding judgmental, minimizing or blaming• Be supportive and encouraging if the student agrees to get help	Advice and consultation: <ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458 Crisis and/or emergencies: <ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555• Residence Life 413.559.5453	<ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)
Family or Personal Tragedy This includes loss or crisis (illness or death of family member, job loss, foreclosure, natural disaster, divorce or break-up, legal difficulties, etc.)	<ul style="list-style-type: none">• Frequent or extended absences• Decline in academic performance• Mentions relationship, financial or other challenges• Difficulty concentrating and making decisions• Exhaustion/fatigue• Excessive worry, sleeping/eating problems• Student tells you about the family concern or personal concern directly (in class discussion, via written / assigned work, or one on one discussion)• Other students come to you concerned about another student's personal tragedy or family concern	<ul style="list-style-type: none">• Express concern and care• Avoid criticizing, sounding judgmental, minimizing or blaming• Listen to and believe student's responses• Be supportive and encouraging if the student agrees to get help	<ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458• Spiritual Life 413.559.5282• Center for Academic Support and Advising 413.559.5498•earlyalert@hampshire.edu	<ul style="list-style-type: none">• Center for Academic Support and Advising 413.559.5498•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)
Financial Concerns	<ul style="list-style-type: none">•Skipping meals or eating less•Avoiding social activities due to cost•Frequently checking bank account balance•Relying on credit cards often•Buying cheaper, lower-quality items•Borrowing money from friends•Working multiple part-time jobs•Canceling or downgrading subscriptions•Asking for financial assistance•Limited or no discretionary spending•No laptop, computer, or ability to complete coursework	<ul style="list-style-type: none">• Express concern and care• Avoid criticizing, sounding judgmental, minimizing or blaming• Listen to and believe student's responses• Be supportive and encouraging if the student agrees to get help	<ul style="list-style-type: none">• Center for Academic Support and Advising 413.559.5498• earlyalert@hampshire.edu	<ul style="list-style-type: none">• Center for Academic Support and Advising 413.559.5498

	•Communicated concerns about food, health, or transportation			
Health and Medical Concerns (Actual or Suspected) Students may experience a number of health concerns such as navigating their health independently for the first time, medical transition support and challenges with access to care, chronic illness, eating disorders / disordered eating, etc.	<ul style="list-style-type: none">• Frequent or extended absences• Fatigue or dizziness• Noticeable weight loss or gain• Hair loss• Unusual or secretive eating habits; obsession with the fat/ caloric content of food• Use of self-disparaging terms (fat, gross, ugly, etc.)	<ul style="list-style-type: none">• Express concern and care• Avoid criticizing, sounding judgmental, minimizing or blaming• Listen to and believe student's responses• Recommend (or, if necessary, insist upon) medical intervention	Advice and consultation: <ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458• Hampshire College Campus Safety and Wellbeing 413.559.5424 <ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa for student pregnancy or related conditions (for support, not medical attention) Crisis and/or emergencies: <ul style="list-style-type: none">• Dial 9-1-1• Hampshire College Campus Safety and Wellbeing 413.559.5424	<ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency) <ul style="list-style-type: none">• Center for Academic Support and Advising 413.559.5498 <ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa for student pregnancy and related conditions (for support, not medical attention)
Homicidal Thoughts Homicidal thoughts include any thought, written or verbal, that describes causing physical, emotional, or psychological harm to others. This includes dialogue, written assignments in the classroom, and so on. Any homicidal thought should be considered real and the student(s) involved should be assessed by counseling services to determine if they are safe with themselves and within the community.	<ul style="list-style-type: none">•Verbal Indicators: Listen for any spoken statements or threats that imply harm toward others. These can include explicit or implicit references to violence, revenge, or aggression.•Written Indicators: written assignment, notes, or other forms of communication or language that expresses harm or hatred towards others, violent ideation, or detailed descriptions of plans for violence.•Behavioral Indicators: Observe for sudden or extreme changes in behavior, such as increased aggression, intense anger, or withdrawal from social interactions.•Social Media and Online Activity: Students, faculty, or staff may be shown social media posts about a student who is posting concerning content on social media platforms that glorifies violence, references violent acts, or expresses anger and hatred towards specific individuals or groups.	Faculty and/or staff do not have to investigate these concerns - please contact CSW directly. <ul style="list-style-type: none">• Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)	<ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)• Hampshire Health and Counseling Services 413.559.5458 Crisis and/or emergencies: <ul style="list-style-type: none">• Dial 9-1-1• Hampshire College Campus Safety and Wellbeing 413.559.5424	<ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)
Misconduct, inappropriate behavior and classroom disruption	<ul style="list-style-type: none">• Disruptive Conduct: Inappropriate outbursts or persistent interruptions, continued arguing beyond the scope of academic debate, use of threats• Disorderly Conduct:* Throwing items, refusing to leave, preventing others from leaving, showing or stating the presence of a weapon* Disorderly conduct and threatening behaviors require immediate action	<ul style="list-style-type: none">• Express concern and care• Explain the impact of student's behavior on the group or class• Outline your expectations and help student explore options and alternatives	Advice and consultation (non-crisis): <ul style="list-style-type: none">• Hampshire Health and Counseling Services 413.559.5458• Center for Academic Support and Advising 413.559.5498 Crisis and/or emergencies: <ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)	<ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424 <ul style="list-style-type: none">• Center for Academic Support and Advising 413.559.5498
Psychological Emergencies (includes suicidal ideation) Psychological emergencies can include a variety of incidents ranging from severe stress/fatigue, general anxiety, students who are seeing or hearing things that are	<ul style="list-style-type: none">• Significant changes in appearance, behavior or personal hygiene• Decline in academic performance• Written or verbal statements preoccupied with theme of death or that convey intent to harm self or others• Fresh cuts, scratches or other wounds	<ul style="list-style-type: none">• Express concern and care. Avoid criticizing, sounding judgmental, minimizing or blaming• Always take suicidal statements, thoughts or behaviors very seriously• If possible, ask directly about their feelings and plans• If you suspect a student may be suicidal, seek	Advice and consultation: <ul style="list-style-type: none">• Health and Counseling Services 413.559.5458• Campus Safety and Wellbeing 413.559.5424 Crisis and/or emergencies: <ul style="list-style-type: none">•Campus Safety and Wellbeing 413.559.5424	<ul style="list-style-type: none">• Campus Safety and Wellbeing 413.559.5424 (non-emergency) / 413.559.5555 (emergency)

not real, students who are experiencing extreme highs and extreme lows, depression, paranoia, risky behavior, not tracking conversations, etc.	<ul style="list-style-type: none">• Withdrawal from activities and friends• Statements of hopelessness such as, "I hate this life" or "Everyone is better off without me"	immediate consultation <ul style="list-style-type: none">• Call 911 if there is a threat to student's safety or the safety of others	(non-emergency) / 413.559.5555 (emergency)	
Sex and Gender-based Harassment & Discrimination (Must be reported to Title IX Coordinator)	<ul style="list-style-type: none">• Excluded from or treated differently because of sex, gender, sexual orientation, gender identity, pregnancy, etc.• Unwelcome sex-based conduct• Threatening to release private information/photos• Verbal abuse, innuendo of a sexual nature, unwanted sexual flirtations• Demand for sexual favors by peer or supervisor accompanied by implied or overt threat concerning an individual's academic status or employment• Display of sexually suggestive pictures or cartoons in workspace, residence halls or online• Continued jokes, language, epithets, gestures or remarks of a sexual nature	<ul style="list-style-type: none">• Express concern and care• Remind the student that you are a responsible employee and you must report this information to the Title IX Coordinator. Allow the student an opportunity to stop talking to you and refer them to Health and Counseling Services or to a Private Resource.• If student is comfortable speaking with you, listen to and believe student's responses• Avoid criticizing, sounding judgmental, minimizing or blaming• Encourage targeted student to save all digital communications as downloaded files and/or hard copies	Advice and consultation: <ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa titleix@hampshire.edu• Title IX (confidential) Private Resources Isabelle Grady ibgDC@hampshire.edu Carolyn Strycharz cakGE@hampshire.edu• Hampshire College Campus Safety and Wellbeing 413.559.5424• Residence Life 413.559.5453	<ul style="list-style-type: none">• Title IX Coordinator Marilu Gamboa
Victimization/Hazing	<ul style="list-style-type: none">• Appears fearful, anxious, nervous or angry• Withdrawal from activities and friends• Visible injuries or bruises• Cuts, brands, or scars with a distinct pattern• Unusual absence of or damage to personal items such as laptops, cellphones, etc.	<ul style="list-style-type: none">• Express concern and care• Remain calm. Showing outrage may cause a student to shut down• Do not interpret student's emotions as evidence of a crime• Listen to and believe student's responses• Avoid criticizing, sounding judgmental, minimizing, or blaming• Say things like, "I'm sorry that happened, but I'm glad you're safe"	Advice and consultation: <ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424• Hampshire Health and Counseling Services 413.559.5458 Crisis and/or emergencies: <ul style="list-style-type: none">• Dial 9-1-1• Hampshire College Campus Safety and Wellbeing 413.559.5424	<ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424• Center for Academic Support and Advising 413.559.5498
Sexual Assault, Dating Violence, Domestic Violence, and Stalking (Must be reported to Title IX Coordinator)	<ul style="list-style-type: none">• Appears fearful or unusually anxious about pleasing partner or others• Apologizes or makes excuses partner/other's behavior• Mentions partner/other's possessiveness, jealousy or violent behavior, but may laugh it off• Visible injuries or bruises• Frequent mishaps or injuries with illogical or no explanations• Crying or leaving when sexual violence, domestic violence, stalking or child abuse is the topic	<ul style="list-style-type: none">• Express concern and care• Remind the student that you are a responsible employee and you must report this information to the Title IX Coordinator. Allow the student an opportunity to stop talking to you and refer them to Health and Counseling Services or to a Private Resource.• If student is comfortable speaking with you, listen to and believe student's responses• Remain calm. Showing outrage may shut student down• Do not interpret student's emotions as evidence of assault or violence• Avoid criticizing, sounding judgmental, minimizing or blaming	Advice and consultation: <ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424• Marilu Gamboa, Title IX Coordinator, TitleIX@hampshire.edu	<ul style="list-style-type: none">• Hampshire College Campus Safety and Wellbeing 413.559.5424• Marilu Gamboa, Title IX Coordinator, TitleIX@hampshire.edu

HEALTH AND COUNSELING SERVICES (HCS)

HOW TO REFER A STUDENT	WHAT IF IT'S URGENT?	KNOW YOUR LIMITS!
<p>Health and Counseling Services (HCS)</p> <p>HCS is a confidential Health and Counseling clinic available to ALL Hampshire students. Counseling Services appointments are at no cost to the student. Health care appointments will be billed to the student's health insurance company. There are no co-pays associated with health or counseling appointments. (413-559-5458)</p> <p>Recommending HCS to a student:</p> <ul style="list-style-type: none">• Describe HCS and share why you think it might be helpful to the student.• If relevant, remind the student that counseling appointments are FREE and CONFIDENTIAL.• If they are hesitant about HCS for ANY reason, note that there are many sources of support on campus: CSW, Residence Life and Housing, CASA, faculty advisors, OARS, and more. While not all students want or need to connect with a provider at HCS, all active students are welcome to do so. <p>Helping a student make an appointment:</p> <ul style="list-style-type: none">• Suggest the student call or visit HCS to make an appointment.• If you want to offer extra support, you can have the student call (or you may call) HCS from your office.• If you choose to initiate the call to HCS, be prepared to have the student confirm the appointment with HCS office staff.• When you reach the HCS receptionist, identify yourself as faculty or staff, provide your name, the name of the student, and give a brief summary of the situation leading to your concern.	<p>Urgent Situations (M-F 9:00am-4:30pm)</p> <ul style="list-style-type: none">• If you feel the situation is urgent enough to require immediate or same day attention, after identifying yourself, tell office staff that you are with a student who needs a same day appointment.• Provide the student's name and give a brief summary of the situation leading to your concern.• If possible, leave your number so that a clinician can return your call prior to seeing the student.• It may be helpful for you to walk the student to HCS.• If you are concerned about a student but unsure about the appropriateness of a referral, feel free to call HCS for a consultation.• If the student declines your recommendation and you remain uncomfortable with the situation, contact HCS or CSW (413-559-5424) to consult. <p>AFTER-HOURS Urgent Situations</p> <ul style="list-style-type: none">• In case of an emergency after-hours, please contact CSW (413-559-5424), identify yourself, and describe the situation.• You may also contact an after-hours mental health counselor by calling HCS and following the prompts on the voice message. (413-559-5458)	<p>Boundaries and Burn-out</p> <p>From time to time your urge to help may override your own needs and boundaries. Below are some signs that you may be over extending yourself beyond what is helpful to you and to the student:</p> <ul style="list-style-type: none">• Feeling stressed out or overwhelmed by the situation• Feeling angry at the student• Feeling afraid that you must respond perfectly• Having thoughts of rescuing the student, or offering to help in ways that are not consistent with your role at the college• Reliving similar experiences of your own• Talking to a student more than usual or late at night.• Feeling angry at the systems in place that aren't working the way you would like. <p>COMMUNICATION BENEFITS US ALL</p> <ul style="list-style-type: none">• Communication helps other campus support systems understand what you are experiencing.• Communication helps staff in support roles to gather all of the relevant information.• When in doubt about what happened, ask how we think about situations like the one about which you are concerned. While we may not be able to give you specifics about a particular situation, we can describe our general systems and thinking.• When in doubt about how much you should be doing, call someone (CSW, HCS, OARS) or send an email to earlyalert@hampshire.edu.