



UW–Madison Police Department

Policy: 42.8

SUBJECT: UWPD CARE TEAM

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STANDARD: CALEA 41.2.7

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POLICY:

The UW- Madison Police Department Care Team mission is to utilize Crisis Intervention Team (CIT) trained officers to review Department cases involving persons with mental health concerns. Care Team and CIT trained officers may be assigned follow-up care for cases involving those in crisis. The Care Team shall provide follow-up and feedback on cases, and look for ways in which we can improve the services provided to persons in these situations. Members shall also recommend and assist in providing training to other members of the Department.

DEFINITIONS:

“CIP” Crisis Intervention Partners – CIP is re-training individuals to effectively use attitudes, beliefs, and verbal/non-verbal skills as part of their response to crisis situations. CIP training incorporates several components of CIT training. In Wisconsin, typical CIP training school provides 16 hours of training.

“CIT” Crisis Intervention Team – CIT is a community initiative designed to improve the outcomes of police interactions with people living with mental illnesses and improves the safety of patrol officers, consumers, family members, and citizens within the community. In Wisconsin, the typical CIT training school provides 40 hours of training.

PROCEDURE:

42.8.1 CARE TEAM MISSION AND OBJECTIVES

The following shall establish the objectives of the UWPD Care Team:

- A. Engage in best practices that contribute to a culture of care on the UW-Madison Campus;
- B. Recognize and respond to subjects of concern prior to crisis escalation;
- C. Engage with subjects to provide referrals to assistance and treatment;
- D. Intervene to diminish the impact of subjects of concern on the campus community;
- E. Provide a coordinated response that effectively engages campus partners and resources;
- F. Inform policies and procedures relevant to team interventions

42.8.2 ROLES AND RESPONSIBILITIES

The following shall describe the Department Care Team and its representatives:

- A. Internal Team Members:
 - 1. Team Coordinator (Dayshift Patrol Lieutenant)
 - 2. Team Lead (Dayshift Patrol Sergeant)
 - 3. [REDACTED]
 - 4. [REDACTED]
 - 5. Select Community Officers and Patrol Officers with CIT training
- B. Outside Partnerships:
 - 1. National Alliance on Mental Illness (NAMI) – Wisconsin

2. NAMI – Dane County
3. NAMI – UW – Madison
4. University Health Services (UHS)
5. Journey Mental Health
6. Veterans Administration (VA) Police Post Traumatic Stress Disorder (PTSD) Team
7. ER Staff – Charge Nurses

C. Responsibilities:

[REDACTED]

3. Perform initial assessment of the concerning behaviors; develop specific strategies to manage potentially harmful or disruptive behavior. [REDACTED]
4. Collaborate with campus and community partners as identified to assist in response to the subject of concern.
5. Implement strategies and monitor progress by following up with subjects of concern and parties responsible for implementing the response.
6. Document all intervention strategies and interactions in a police report or supplemental report.

42.8.3 CASE REFERRALS AND ASSIGNMENTS

1. The following shall describe the factors to consider when determining if a referral to the Care Team is appropriate. While not required, [REDACTED]

- a. The subject demonstrates known or suspected pattern of ongoing psychological or cognitive distress.
- b. The subject’s behavior is creating significant disruptions in a campus environment.
- c. The subject’s behavior is creating multiple incidents across campus and/or the community
- d. The subject expresses an obsession or abnormal preoccupation or fixation with another individual, organization or entity.
- e. The subject’s involvement in incidents where self-harm is noted.

2. The following shall describe case assignments:

- a. The Care Team shall review each case and discuss response options.
- b. The case shall be assigned to the appropriate Care Team member, who may ask for assistance from other Care Team members or non-members.
- c. The Care Team member assigned the case should investigate for additional information, which may include:
 1. Contacting faculty/instructional staff, University employers or advisors, friends, family, University Housing, University Health Services or other health care providers.
 2. Reviewing any notes in relevant databases such as social media.
 3. Searching out members of the community with pertinent information.
3. Care Team members shall also be assigned Liaison roles/responsibilities
 1. Care Team members shall be assigned to various agencies or mental health partners in order to fulfill the needs of case assignments

42.8.4 INTERVENTIONS, FOLLOW-UP, AND CLOSURE

The following shall describe the Care Team’s intervention options as well as case follow-up and closure procedure:

- A. Interventions implemented by the Care Team shall be designed to meet the need of the assigned subject while also providing a safe environment for the campus community as a whole. Intervention options include but are not limited to the following:
 1. Meeting with the subject individually or in a small group.
 2. Monitoring by a campus staff member.
 3. Parent/Guardian involvement.
 4. Mental Health referral
 5. Mandated Assessment/Emergency Detention
 6. Welfare check which may lead to an Emergency Detention
 7. Referral to another agency resource or mental health provider
 - a. University Health Services

- b. McBurney Disability Resource Center
 - c. Journey Mental Health
 - d. UHS Violence Prevention and Survivor Services
- B. Follow-up with subjects shall be conducted by assigned team members who shall:
- 1. Document steps taken during the follow-up. Documentation is the responsibility of the assigned team member.
 - 2. Provide a review and update at the next Care Team meeting. In the instance that a Care Team member is absent from any meeting, he/she shall provide a follow-up summary.
 - 3. Indicate any further steps and or/responses needed.
- C. Case Closure:
- 1. Cases may be closed when the Care Team members are satisfied the subject has received appropriate care/support and are no longer disruptive to the campus community.
 - 2. The Care Team shall also periodically review and close out any outstanding cases they deemed necessary.

42.8.5 RECORD KEEPING, INFORMATION MANAGEMENT, AND CONFIDENTIALITY

The following shall describe the Care Team’s obligations when maintaining case records, information, and confidentiality.

[REDACTED]

[REDACTED] hen appropriate, Care Team members are encouraged to provide updates at briefings.

- C. Confidentiality: the information generated from and shared at the UWPD Care Team meetings shall be kept confidential. Information may be shared with department members and outside partners with a vested interest in getting help for identified subjects.

42.8.6 ADMINISTRATION

The following shall provide the framework for Care Team’s meetings:

- A. The UWPD Care Team meets monthly or as needed. Additional meetings may be called by any member of the Care Team.
- B. [REDACTED] Documentation shall include any information about areas of concern and proposed interventions.

42.8.7 CARE TEAM TRAINING

The following shall describe the training requirement of all Care Team members:

- A. Care Team Training: All team members shall have initial training upon appointment to the group. After completion of initial training, team members shall attend at least one formalized training, in-service training, or a professional development seminar per year. The Director of Threat Intervention Service shall identify and coordinate at least one on-campus training event per year that shall satisfy this requirement.
- 1. Initial Training shall be as follows:
 - a. National Alliance on Mental Illness (NAMI) program for Crisis Intervention Training (CIT) for Care Team members.
 - 2. Crisis Intervention Partner Training (CIP) shall be provided on a continuous basis for department members not part of the Care Team so they have a basic understanding of mental illness-related training.
 - 3. Additional Training resources are as follows:
 - a. Association of Threat Assessment Professionals (ATAP)
 - b. Gavin De Becker and Associates
 - c. National Association of Behavioral Intervention Tams (NABITA)

- d. American Society of Industrial Security (ASIS)
- e. Federal, State, and local agency mental illness-related training.

42.8.8 ANNUAL REVIEW

The following shall describe the annual review of the UWPD Care Team by the CARE Team Coordinator:

- A. The Care Team Coordinator shall provide the UWPD Field Services Captain with an annual report of the cases that were reviewed and/or acted on by the Care Team. The coordinator shall provide any additional updates or information regarding the cases and any additional operating issues, resource or training needs.