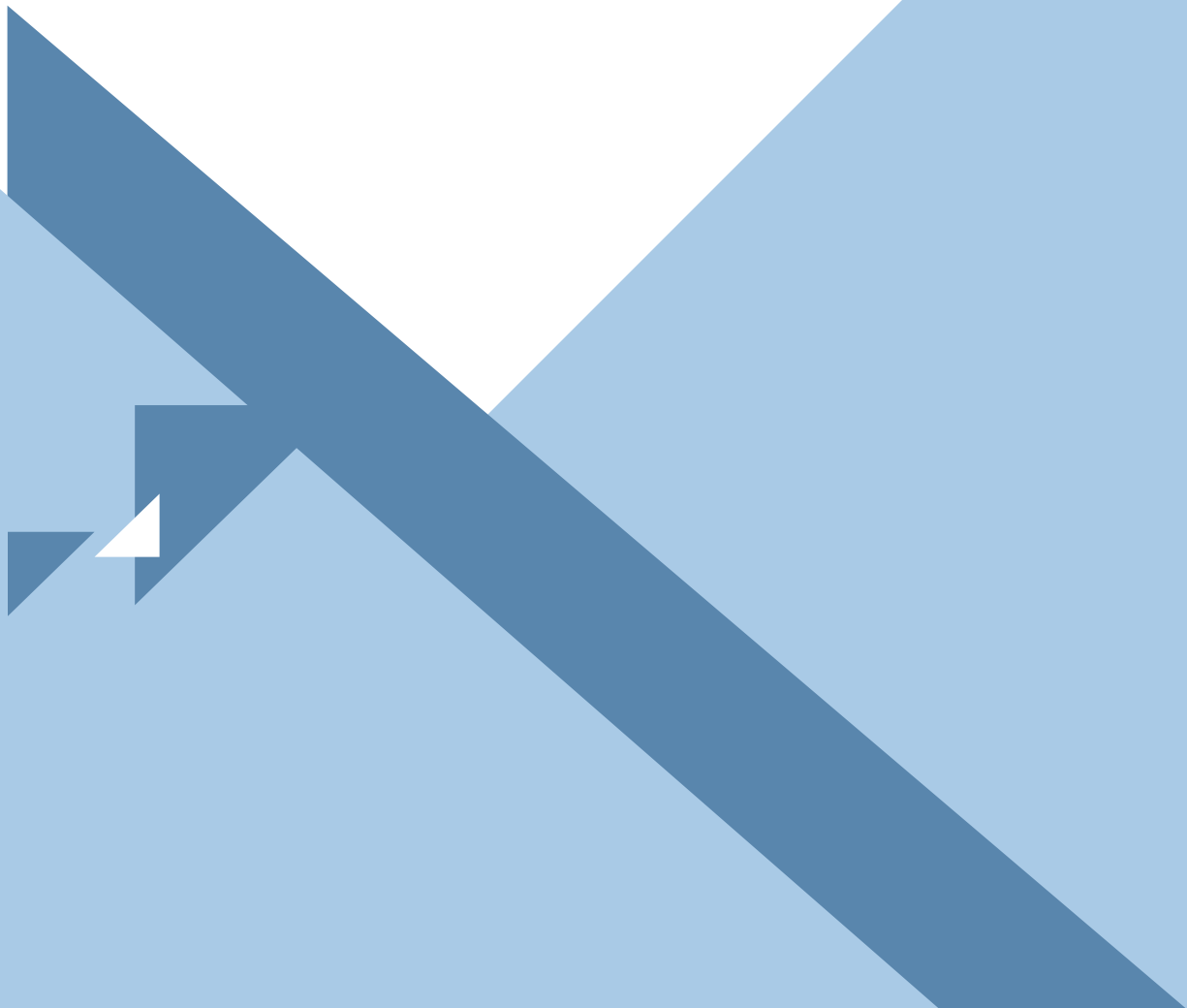




RECSports
**CARE
GUIDE**

STUDENT STAFF EDITION



ABOUT THIS GUIDE

The RecSports Care Guide Student Staff Edition is intended to help students understand resources available to themselves and peers when experiencing distress, and connect them to relevant community and campus resources.

In this guide, you will find information on community and campus resources, what indicators of distress can look and feel like, tips on how to handle Title IX issues and where to report them, as well as how RecSports is here to support you through situations of tragedy and loss.

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RECOGNIZING DISTRESS

ARE YOU OR YOUR PEERS EXPERIENCING ANY OF THE FOLLOWING?

WORK

- Sudden decline in quality of work and grades
- Frequently missed shifts or responsibilities
- Workplace disruptions
- Consistently seeking personal rather than professional advice
- Multiple requests for extensions/special considerations
- Doesn't respond to repeated requests for contact/meetings
- Non-compliance with workplace requirements
- Loss of focus, easily distracted
- Inattentive or zoning out
- Disturbing content in emails, messages, or otherwise

PSYCHOLOGICAL

- Self-disclosure of personal distress (e.g., family problems, financial difficulties, assault, discrimination, legal difficulties)
- Unusual/disproportionate emotional response to events
- Excessive tearfulness or panic reactions
- Verbal abuse (e.g., taunting, badgering, intimidation)
- Expressions of concern about the student by peers
- Talking to themselves
- Being distracted by experiences or other people
- Lack of culturally appropriate eye contact

PHYSICAL

- Marked changes in physical appearance (e.g., poor hygiene, sudden weight loss/gain)
- Strange or unusual behavior
- Visibly intoxicated or smelling of alcohol or marijuana
- Depressed or lethargic mood or functioning
- Observable signs of injury (e.g., facial bruising or cuts)

SAFETY RISK

- Verbal, written, or implied references to suicide, threat to others, or self-injurious behaviors
- Unprovoked anger or hostility/physical violence (e.g., shoving, grabbing, assaulting, use of weapon)
- Stalking or harassing
- Communicating threat to others, or self-injurious behaviors



Adapted from the [UF Orange Folder, 2024](#)

TITLE IX

WHAT IS TITLE IX?

Title IX prohibits federally funded educational institutions from discriminating against students or employees based on sex. Title IX prohibits sexual harassment, which is any unwelcome conduct of a sexual nature including, but not limited to:

- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
 - Explicitly or implicitly made a term or condition of an individual's employment
 - Unreasonably interfering with an individual's work or school performance
 - Creates an intimidating, hostile, or offensive work or educational environment
- **Sexual Assault/Misconduct:** Any intentional intimate touching of another without the consent of the other person or in circumstances in which the person is unable, due to age, disability, or impairment, to give consent.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature.
- **Domestic Violence:** Felony or misdemeanor crimes of violence such as assault, battery, stalking, kidnapping, or any criminal offense resulting in physical injury or death.
- **Stalking:** Course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

The University of Florida does not tolerate sexual harassment in any form, and encourages students and employees to report troubling behavior early. Title IX also prohibits retaliation against individuals who report about or participate in an investigation regarding an alleged sexual misconduct or relationship violence.

REPORTING

RecSports professional staff are considered **responsible employees**, and are required to report any Title IX cases to the Office for Accessibility & Gender Equity.

Resources like the Counseling & Wellness Center and Victim Advocates are **confidential employees** and are not obligated to report. Confidential employees provide assistance and resources to the reporting parties.

At this time, RecSports Student Staff are **not** considered mandatory reporters.

[Click here to learn more about Title IX Students Rights & Getting Help Now.](#)



TITLE IX CONTINUED

WHEN REPORTING AN INCIDENT

If reporting a Title IX incident...

Please know that RecSports professional staff are required to report any information about the incident you share (names, dates, places).

If wanting information to stay confidential...

RecSports professional staff cannot keep knowledge of potential crimes confidential, only private. However, we can help to find someone you can talk to and refer you to a confidential resource.

If upset that your situation must be shared...

RecSports professional staff have a duty to report the situation to their supervisor per expectations of state and federal law. For your safety and the safety of others, we must do our part to make sure this doesn't happen again.

RESOURCES

U Matter, We Care
Office for Accessibility & Gender Equity
Victim Advocates*
Office of Victim Services*
Counseling & Wellness Center*
Student Health Care Center*
Alachua County Rape Crisis Center*
Peaceful Paths*

***confidential resources**



EMPLOYEE CONFLICT

If you are experiencing a conflict with one of your teammates, the first step is to have a conversation with your supervisor about your concerns and how you feel about the situation. If you and your supervisor are unable to resolve the issue, please involve the department's HR contact to serve as a mediator of conversation

MEDIATION

The department's HR representative is available to serve as a mediator in conflicts with student employees and with professional colleagues.

HOSTILE ENVIRONMENT

If you feel that a supervisor has created a hostile work environment for you, notify the department's HR representative. The HR representative can serve as a mediator in your conversation with the supervisor to address the conflict. If the situation becomes so severe that you fear for your safety, notify UFPD.

Examples of behavior that could produce a hostile environment include derogatory speech, threats, or intimidating acts like following you to your car or around the facility. In these types of situations, communication with a professional staff is key!

RESOURCES

RecSports Human Resources Representative - Gary Zetrouer

GaryZ@ufl.edu, 352-273-2444

University of Florida Police Department (UFPD)

911 or 352-392-1111



TRAGEDY & LOSS

In the case of the loss or death of a peer, friend, family member, or loved one, RecSports recognizes the magnitude of these situations and is prepared to support and provide available campus resources.

In the event a RecSports Professional Staff member is notified that you are navigating a loss, a **Care Concern** form will be filled out to ensure you have the best support possible during this time. In addition, you as a student also have the ability to fill out this form if concerned about a peer or friend.

If a Care Concern is filed with the **UF Care Team**, a Case Management Services staff member, the Dean of Students, or the Associate Dean of Students will serve as the point of contact for the family to coordinate:

- Counseling and Wellness Center support for the impacted unit/ student organization
- Academic Support (communication of course completion, Instructor Notifications and/or Medical Petitions options)
- Connection to campus or community resources
- Initiation of University's Student Death Notification process
- Campus community Memorial Service (based on family's wishes)
- Identification and support of impacted students (roommates, co-workers, student organization members, witnesses, student relatives, and significant others)
- Evaluation of Financial Concerns
- Communications to the Vice President of Student Life

If you are involved in a tragedy or accident that results in a temporary or permanent disability, the **Disability Resource Center** and **Gator Lift** are two resources to help you navigate the complexities of these changes to your lifestyle.



URGENT & EMERGENCY RESOURCES

EMERGENCY

University of Florida Police Department (UFPD)

911 or 352-392-1111

24/7 services to the UF community to promote safety across campus and aid crime victims.

Alachua County Crisis Center

352-264-6789

24/7 off-campus services for individuals in need of crisis and suicide intervention counseling.

URGENT

Counseling & Wellness Center (CWC)

352-392-1575

24/7 crisis, consultation, and counseling services, provides full range of mental health services.

Office of Victims Services

352-392-5648

24/7 support for victims of actual or threatened violence, all services are free and confidential.

Dean of Students Office - Care Area

352-294-2273

Helps students facing adverse events (e.g. housing/financial distress, MH/medical/-family emergencies) and coordinates care across campus.

RESOURCES

UNIVERSITY OF FLORIDA RESOURCES

Care Team | 352-392-1261 or Care Concern Form

The Care Team is housed within the Dean of Students Office. They help students create success plans and provide support for students in distress dealing with a variety of issues. The Care Team also assists with the Medical Petitions process (more information on the Medical Petition Portal).

Center for Inclusion & Multicultural Engagement | 352-294-7850 or visit <https://multicultural.ufl.edu/>

If students express that they do not feel as though they have a safe space on campus, the Center for Inclusion & Multicultural Engagement offers first year transition programs, ambassador opportunities, and workshops to help aid students in their transition to college. CIME is in the Reitz Union and is made up of four specialty areas: Asian Pacific Island Desi Affairs, Black Affairs, Hispanic-Latinx Affairs, and LGBTQ+ Affairs.

Counseling and Wellness Center | 352-392-1575

The Counseling and Wellness Center (CWC) strives to help students learn the skills they need to cope with change. They have Crisis Services available 24/7 to students who need immediate emotional support. The CWC offers short-term counseling, group counseling, couples' therapy, self-care and more. They provide petition support letters, visit verification forms, and treatment records.

Disability Resource Center | 352-392-8565 or <https://disability.ufl.edu>

Students with disabilities can connect with the Disability Resource Center (DRC) to receive support services and accommodations.

Gator Lift

Gator Lift provides free shuttle service for students, faculty, and staff with temporary or permanent mobility-related disabilities throughout campus and to a limited number of off-campus, UF-owned properties.

GatorWell Health Promotion Services

GatorWell helps prepare students for life-long personal and professional success by promoting healthy behaviors. GatorWell provides free and confidential HIV testing, wellness coaching, sleep consultations, time management workshops, and more. They have three locations: the Reitz Union, Jennings Residence Hall, and Springs Complex.

RESOURCES

UNIVERSITY OF FLORIDA RESOURCES CONTINUED

Office for Accessibility & Gender Equity | 352-275-1242 or inform@titleix@ufl.edu

The Office for Accessibility and Gender Equity works to respond appropriately, effectively, and equitably to issues of sexual-based misconduct or relationship violence. Also, they help to remove barriers and avoid creating barriers for campus accessibility. If a student is a victim of sexual harassment, sexual violence, or any gender-based discrimination, this office can assist with addressing the allegations. This office offers accommodations for students who are pregnant or are already parents.

Office of Victim Services | Business Hours (M-F 8-5): 352-392-5648, After Business Hours: 352-392-1111

The Office of Victim services is housed within the University of Florida's Police Department. Its primary purpose is to provide a civilian support person for anyone who may become a victim of a crime on the University of Florida campus. Some of the common crimes they assist with are sexual assault/violence, relationship violence, stalking, and harassment. A victim advocate is available 24/7. Students may use the services of an advocate even if they choose not to officially report the crime to a law enforcement agency. The victim advocate will accompany and support victims through all stages of the criminal justice process and assist with referrals for counseling and other services, as necessary.

Hitchcock Field & Fork Pantry | 352-294-3601 or fieldandfork@ufl.edu

The Hitchcock Field & Fork Pantry is a free resource for members of the University of Florida Community. The pantry offers supplementary pantry staples such as, bread, nonperishable canned items, frozen meats, bread, and seasonal produce from the Field & Fork Farm Gardens.

RESOURCES

NATIONAL RESOURCES

National Suicide Prevention Lifeline

1-800-273-8255 or <https://suicidepreventionlifeline.org/chat/>

The hotline is available 24/7 by phone or email. When someone calls the Lifeline, they will hear an automated message and will be routed to their local Lifeline network crisis center. Music will play as a student waits to be connected to a skilled, trained crisis worker. A trained crisis worker at the local Lifeline center will answer the phone, provide support, and connect the person with resources. All calls are free and confidential.

The Trevor Project

1-866-488-7386, utilize TrevorText by sending START to 678-678, or use the online TrevorChat function available at: <https://www.thetrevorproject.org/get-help-now/>.

The Trevor Project provides crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer, and questioning youth.

Trans Lifeline

877-565-8860 11:00 am-5:00 pm.

The Trans Lifeline is a non-profit organization that offers emotional and financial support to trans people in crisis. It was created by the trans community for trans people in crisis. The Lifeline has a policy against non-consensual active rescue.

Veterans Crisis Line

1-800-273-8255, text: 838255, or participate in the live chat:

<https://www.veteranscrisisline.net/get-help/chat>

The Veterans Crisis Line is a free, confidential resource that is available to Veterans of all ages and circumstances. The Veterans Crisis Line is skilled in aiding Veterans/service members who express feelings of hopelessness, anxiety, or agitation. Additionally, the crisis counselors are skilled in discussing risky behaviors, including suicide, self-harm, and substance abuse.

ADDITIONAL RESOURCES

[UF Blue Folder](#)

[UF Orange Folder](#)

[UF Counseling & Wellness Center](#)

[Green Dot Violence Prevention Training](#)

[Dean of Students Office Care Area](#)

YOU MATTER

**RECSPTS IS HERE FOR YOU
AND SUPPORTS YOUR WELLBEING**

The RecSports CARE Guide is brought to you by Talent Management and is annually reviewed and amended.

Recent CARE Guide Revision: January 15, 2025

