



**BRONCO STRONG**  
VOICES AGAINST VIOLENCE

# ABOUT BRONCO STRONG

The Bronco Strong: Voices Against Violence program is designed to enhance educational initiatives focused on preventing sexual violence. The program will also provide additional training and resources to campus public safety personnel involved in addressing reports of sexual violence.

The program will incorporate an evidence-based bystander intervention curriculum, such as the *It's Your Business* Bystander Intervention Program. This curriculum is specifically designed to prevent sexual violence by empowering students to recognize and safely intervene in situations. Each activity within the program will include multi-disciplinary approaches that promote skills building, nonviolent community norms, individualized support, and increased competency to contribute to sexual violence and prevention and victim-survivor support. Topics that are addressed through education will include but are not limited to:

- » Developing healthy relationships
- » Human trafficking prevention and intervention
- » Bystander intervention
- » The continuum of violence
- » Definitions of consent and sexual assault

In addition to student-focused training, the program will offer specialized instruction for campus personnel aimed at developing, strengthening, and implementing policies, protocols, and services to better address domestic violence, dating violence, sexual assault, and stalking on campus. The advanced training for campus public safety personnel will include topics such as the use of technology in the commission of sexual violence and additional training on relationship violence.

Campus public safety personnel will participate in the Blue Campaign, a national initiative to raise awareness of human trafficking. The project will also include ongoing workshops and training sessions for both students and staff to support a safer, more responsive campus environment. To create visibility for the Blue Campaign, we intend to host monthly tabling events and recruit student leaders through the Division of Student Affairs under the Student Engagement Unit.

# Campus Wide Impact

Sexual violence on campus is a significant issue of public health and criminal justice. Multiple intersecting risk factors, including limited institutional resources, require tailored and trauma-informed prevention and response strategies.

According to research, approximately 22% of reported cases, victims had a lack of knowledge of where to get help regarding sexual assault resources on a campus college and 24 % did not understand how to report a sexual assault on campus (Collington et al., 2019). In which students on our campus may be susceptible to the following:

- » **Social Isolation:** Tight-knit campus communities can make survivors feel trapped.
- » **Lack of Awareness:** 57% of students struggle to identify dating abuse.
- » **Limited Support:** Over half of students know someone experiencing IPV, but 58% don't know how to help.

Studies have found that college age individuals are the highest risk age group for intimate partner violence, which can take many forms:

- » **Physical:** Hitting, choking, restraining, etc.
- » **Emotional/Psychological:** Belittling, isolating, threats, manipulation.
- » **Sexual:** Coercion, assault, non-consensual acts.
- » **Digital:** Harassment via social media, excessive monitoring, sextortion.

It is crucial for our students, as well as staff and campus personnel, to participate in this training program to increase awareness of sexual violence and to ensure the campus community is aware of the services and resources available to support victims. The spirit of Bronco Strong is a campus-wide movement rooted in collaboration, care, and courage. Through education, prevention, and response, the initiative seeks to empower every member of the FSU community to thrive in a safe and inclusive environment.

### **Bronco Strong:**

Voices Against Violence is a collaborative initiative of the Fayetteville State University Title IX Office and Bronco Health & Wellness. The program was developed with contributions from Elizabeth Hunt, JD, Assistant Vice Chancellor for Risk and Compliance; Dr. Dawn Truong, Director of Bronco Health and Wellness; and Chneadra Floyd, Deputy Compliance Officer.

### **Acknowledgment:**

The U.S. Department of Justice, Office on Violence Against Women (USDJ/OVW) in 2012 awarded Black Women's Blueprint (BWB) in partnership with the National Organization of Sisters of Color Ending Sexual Assault (SCESA) to provide technical assistance and develop a prevention curriculum.

### **Online Version Available**

The online version of this guide is available on the Title IX website: [www.uncfsu.edu/title-ix](http://www.uncfsu.edu/title-ix)  
Please refer to the web version for active links.



IT'S YOUR BUSINESS  
**BYSTANDER TRAINING**

# SESSION 1: IT IS YOUR BUSINESS TO INTERVENE

This session is designed to introduce the concept of bystander intervention. The activities will help participants explore the reasons they do or do not intervene. This session discusses fear as a barrier and as a motivation to intervene on others' behalf and provides guiding dialogue for participants to identify problems on their campus as it relates to sex-based violence.

## Session 1 Objectives

Participants will:

- » Analyze reasons they do or don't intervene
- » Process the feeling of doubt or safety when intervening
- » Analyze their ability to intervene on behalf of other students
- » Understand the impact of gender-based violence on campus
- » Understand and practice intervening skills

## Activities

- » Activity 1 – Four Corners (*20 min*)
- » Activity 2 – Reasons We Do or Don't Intervene (*15 min*)
- » Activity 3 – Defining Social Norms (*30 min*)
- » Activity 4 – The Fear is Real (*30 min*)
- » Activity 5 – Case Analysis: No Snitching (*45-60 min*)

# SESSION 2: OUR HISTORICAL LEGACY OF BYSTANDER ACTION

This session utilizes interactive activities to help participants explore the rich history of civil rights activists who attended HBCUs. Civil Rights activists are introduced as active bystanders who, despite potential consequences, advocated ending extreme inequalities. Participants discuss and analyze the tragic consequences of intervening, particularly during the Civil Rights Movement era.

The goal of this session is to help participants understand the rich history of HBCUs and see intervention as part of their history. Consequences and fears are analyzed using historical events. Facilitators can encourage participants to share current events to make the connection. Facilitators will have an understanding of HBCU's rich history of social justice.

## Activities (estimated time for all 120 minutes)

- » Activity 1 – HBCU Culture (30 min)
- » Activity 2 – Consequences and Benefits (30 min)
- » Activity 3 – Case Analysis- Recy Taylor (45-60 min)

## Session 2 Objectives

- » Understand the values of HBCUs
- » Understand the rich history of civil rights activism at HBCUs
- » Make a connection between civil rights and bystander intervention
- » Discuss the consequences and benefits of intervening
- » Learn about and analyze the story of Recy Taylor

# SESSION 3: STRATEGIES FOR INTERVENTIONS

The following are strategies for bystander intervention this curriculum uses – the SAFE Strategy and the 4 D's to intervention and thoughts before intervening.

## Black Women's Blueprints SAFE Strategy

Being an active bystander **does not mean** risking your personal safety. There are a range of appropriate actions, depending on you and the risky situation at hand. **Remember**, you can decide to leave the situation and seek outside help – **that's still bystander intervention!**

**S-Safety** is the first rule. Make sure you and the other people are safe. Evaluate the situation to determine the people involved and what your options are.

**A- Allies** or other people will help you intervene. Recruit friends to help you step in. When you work together with someone or several people, your safety is increased.

**F- Friendly** approach is always better than being aggressive. Use a caring, non-threatening approach to intervene. You may use humor to diffuse the situation or try to relate in a positive way without causing more harm.

**E- Emergency** services can be an appropriate resource to help you with the situation and make sure everyone is safe.

# THE 4 DS FOR BYSTANDER INTERVENTION

Green Dot, Inc. developed 3 Ds to demonstrate the variety of strategies you can use when making the choice to intervene. This strategy allows the bystander to decide the intervention that is best for them. In addition, we have a 4th “D” which is Defend.

## Direct, Delegate, Distract and Defend

### Direct

Directly inserting yourself into a potential situation that is harmful to you or a member of your campus and stopping it by addressing those who are involved.

- » *Asking someone who seems uncomfortable or unsure if they are ok.*
- » *Pulling your friend away from someone who keeps pushing drinks on them.*
- » *Telling your friends that you think their joke about sexual assault or being exhibiting abusive behavior is offensive.*

### Delegate

If you feel unsafe or uncomfortable, stepping in yourself or getting someone to intervene for you who might be more equipped or better able to handle the situation.

- » *Calling the Police and Public Safety when it looks like a verbal argument might turn physical.*
- » *Asking your roommate to check on a friend who keeps missing class because they're closer with that person than you are.*
- » *Asking someone that is a member of the same organization and athletic team of the “harm doer” or of the person being harmed to intervene.*
- » *Alerting a member of residence life staff that a roommate hasn't been in class lately and you are worried.*

### Distract

Defusing a potentially harmful situation by distracting those involved and interrupting.

- » *Breaking up a heated argument by pretending you lost your key card and asking to borrow one from someone involved.*
- » *Accidentally spilling a drink on the person who keeps forcing your drunk friend to dance with him.*

## Defend

Being a bystander requires support to be courageous enough to intervene passively or actively. Defend offering support to bystanders that have chosen to intervene, especially when doing so at a personal risk.

- » *Supporting a bystander that is intervening by also intervening or telling others they were right for intervening and not ridicule them for intervening.*
- » *Support organizations on campus that are working to educate the campus about gender-based violence and motivate students to be bystanders by defending their mission against those that negatively criticize*

## Activities (estimated time for all 160 minutes)

- » Activity 1 – Role Play 1 (30 min)
- » Activity 2 – Role Play 2 (30 min)
- » Activity 3 – Bystander (45 min)
- » Activity 4 – The Grab Bag (40 min)
- » Activity 5- It Is My Business to Intervene Pledge (15 min)

## Objectives

- » To apply various bystander intervention strategies.
- » To exercise those strategies with different exercises and scenarios.
- » To determine what strategy or the mix of strategies works best for you or a situation







THE BLUE CAMPAIGN  
**HUMAN TRAFFICKING  
TRAINING**

# WHAT IS HUMAN TRAFFICKING?

[www.dhs.gov/medialibrary/assets/videos/61886](http://www.dhs.gov/medialibrary/assets/videos/61886)

Human trafficking involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act. Every year, millions of men, women, and children are trafficked worldwide – including right here in the United States. It can happen in any community and victims can be any age, race, gender, or nationality.

## Approaches Used by Traffickers

Traffickers often operate under the guise of legitimate businesses or relationships, making it challenging to recognize their true intentions. They adapt their tactics to exploit modern technology and social media, targeting individuals through online platforms and personal networks. Communities may not always be aware of the signs or the presence of trafficking within their midst, which makes public education and awareness crucial. By staying informed and vigilant, people can better recognize subtle warning signs and support efforts to prevent trafficking before it occurs.

Traffickers might use the following methods to lure victims into trafficking situations:

- » Violence
- » False promises of well-paying jobs
- » Manipulation
- » Romantic relationships

Traffickers look for people who are easy targets for a variety of reasons, including:

- » Psychological or emotional vulnerability
- » Lack of a social safety net
- » Political instability
- » Economic hardship
- » Natural disasters

# Human Trafficking is an Underreported Crime

Language barriers, fear of their traffickers, and/or fear of law enforcement frequently keep victims from seeking help, making human trafficking a hidden crime.

The trauma caused by the traffickers can be so great that many may not identify themselves as victims or ask for help, even in highly public settings.

## Safely Identifying Human Trafficking

Many [myths and misconceptions](#) exist. Recognizing key indicators of human trafficking is the first step in identifying victims. It's important to note, though, that not all indicators listed are present in every human trafficking situation, and the presence or absence of any of the indicators is not necessarily proof of human trafficking.

The safety of the public as well as the victim is important. Do not attempt to confront a suspected trafficker directly or alert a victim to any suspicions – your role is just to report it, and it is up to law enforcement to investigate suspected cases of human trafficking.

## How to Identify and Report Human Trafficking

Everyone has a role to play in combating human trafficking and the first step one can take is to learn the key indicators. Remember that not all indicators listed below are present in every human trafficking situation, and the presence or absence of any of the indicators is not necessarily proof of human trafficking. It is up to law enforcement to investigate suspected cases of human trafficking. Keep yourself and your community safe by learning to recognize common indicators of human trafficking and how to report it.

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## Identifying Human Trafficking - Ask Yourself

- » Does the person appear disconnected from family, friends, community organizations, or houses of worship?
- » Has a child stopped attending school?
- » Has the person had a sudden or dramatic change in behavior?
- » Is a juvenile engaged in commercial sex acts?
- » Is the person disoriented or confused, or showing signs of mental or physical abuse?
- » Does the person have bruises in various stages of healing?
- » Is the person fearful, timid, or submissive?
- » Does the person show signs of having been denied food, water, sleep, or medical care?
- » Is the person often in the company of someone to whom he or she defers? Or someone who seems to be in control of the situation, e.g., where they go or who they talk to?
- » Does the person appear to be coached on what to say?
- » Is the person living in unsuitable conditions?
- » Does the person lack personal possessions and appear not to have a stable living situation?
- » Does the person have freedom of movement? Can the person freely leave where they live? Are there unreasonable security measures?

## Reporting Human Trafficking

Do not at any time attempt to confront a suspected trafficker directly or alert a victim to your suspicions. Your safety as well as the victim's safety is paramount.

## Report Suspicious Criminal Activity

Call 1-866-347-2423 to report suspicious criminal activity to the U.S. Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI) Tip Line 24 hours a day, 7 days a week, every day of the year. Highly trained specialists take reports from both the public and law enforcement agencies on more than 400 laws enforced by ICE HSI, including those related to human trafficking.

The Tip Line is accessible outside the United States by calling 802-872-6199.

# Get Help from the National Human Trafficking Hotline (NHTH)

Call 1-888-373-7888 or text HELP or INFO to BeFree (233733). The NHTH can help connect victims with service providers in the area and provides training, technical assistance, and other resources. The NHTH is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, every day of the year. The NHTH is not a law enforcement or immigration authority and is operated by a nongovernmental organization funded by the Federal government.

## You Can Help

By identifying victims and reporting tips, you are doing your part to help law enforcement rescue people, and you might save a life. Law enforcement can [connect survivors to services](#) such as medical and mental health care, shelter, job training, and legal assistance that restore their freedom and dignity.

Learn more about HSI investigations and the survivors HSI has assisted from the [ICE Newsroom](#).

## ONLINE SAFETY

- » Don't share personal information (where you live, work, go to school, or personal life details).
- » Set your profile to private so only your friends in real life can get access.
- » Never accept a friend request from someone you don't know in real life.
- » Don't share photos with anyone that you wouldn't be comfortable with your parents, guardians, or friends seeing.
- » If you do share a photo and someone uses it to threaten or blackmail you, you have options. Talk to a trusted adult about how to protect yourself or get help.
- » If you plan to meet someone you met online in person, it should be in a public setting, like a restaurant or coffee shop, and let a trusted friend know who, where, and when you are meeting.
- » Do your research on a job offer that seems too good to be true by reading reviews on company rating websites or reaching out to current or past employees to validate information about the job.
- » If someone isn't who they seem to be, or you think you are being lured into a potentially exploitative situation, tell a trusted adult. Reporting the person could help stop them from potentially exploiting other people.
- » Trust your instincts! If something feels wrong about a conversation you are having with someone online, stop the conversation and block the profile.

# HUMAN TRAFFICKING AWARENESS GUIDE FOR STUDENT LEADERS ON COLLEGE CAMPUSES

Blue Campaign | [BlueCampaign@hsi.dhs.gov](mailto:BlueCampaign@hsi.dhs.gov) | [dhs.gov/bluecampaign](https://dhs.gov/bluecampaign)

## ABOUT THIS GUIDE

As a student leader, you are in a unique position to help combat human trafficking by educating and engaging the people on your campus. You play an important role because you are part of an interconnected community and regularly interact with students, professors, and others. As someone with regular access to dorms, classrooms, and other public areas of your campus and around town, you may be able to recognize signs that someone is in danger. This guide seeks to spread awareness of the heinous crime of human trafficking and help bring it out of the shadows. With your help, we can work to end human trafficking.

This guide includes information about:

- » What human trafficking is
- » Key indicators of human trafficking
- » Tips for how to spread awareness in your campus community
- » How to recognize it on college campuses
- » Examples of human trafficking on college campuses
- » Reporting options if you suspect someone is affected by human trafficking or being exploited

For the purposes of this guide, the term “victim” will be used to describe an individual experiencing human trafficking. The term “survivor” will be used to describe a former victim who is in the process of recovery.

# ABOUT BLUE CAMPAIGN

Blue Campaign is a national public awareness campaign within DHS, designed to educate the public, law enforcement, and other industry partners to recognize the indicators of human trafficking, and how to appropriately respond to possible cases. Blue Campaign works closely with DHS components to create general awareness training and materials to increase detection of human trafficking, and to identify victims.

For additional human trafficking resources such as pamphlets, information sheets, and wallet cards, please visit Blue Campaign's resource webpage: [dhs.gov/blue-campaign/share-resources](https://dhs.gov/blue-campaign/share-resources).

## WHAT IS HUMAN TRAFFICKING?

**Human trafficking involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.** Human traffickers use various forms of force, fraud, and coercion to control and exploit victims.<sup>1</sup> These forms may include, but are not limited to, fraudulent employment opportunities, false promises of love or a better life, psychological coercion (i.e., threats of blackmail), and violence or threats of violence. However, under U.S. law, causing someone under the age of 18 to engage in a commercial sex act, regardless of using force, fraud, or coercion is human trafficking.

**The crime of human trafficking hinges on the exploitation of another person.** People often falsely believe "human trafficking" implies that victims must be moved from one place to another to qualify as a victim. Human trafficking does not require a border crossing or transportation to be considered a crime. It is a crime that can be committed against an individual who has never left their hometown or even their home.

## Who It May Affect

**Human trafficking victims can be of any age, race, sex, ethnicity, nationality, immigration status, and socioeconomic class.** In many cases, victims do not come forward to seek help because of varying vulnerability factors that may include potential language barriers, a fear and distrust of authority, or they do not self-identify as a victim. Traffickers target vulnerabilities and will look to satisfy whatever need an individual has, whether it's providing basic needs like food, shelter, or emotional support.

# Risk Factors

Understanding risk factors can help place student leaders in a better position to aid in preventing the individuals they interact with from being exploited. College students, in particular, are vulnerable to individual and environmental risk factors that may make them more susceptible to human trafficking situations. Keeping the following risk factors in mind will help provide you with a better understanding of human trafficking victimization:

- » Poverty, financial instability, or homelessness
- » Cognitive and physical disabilities
- » Gang involvement
- » Cultural historical trauma
- » History of self-harm or suicidal ideation/ attempt(s)
- » Experiencing discrimination due to their race, sex, disability, or other personal characteristic
- » Family history of mental health disorders or disabilities
- » Community or familial history of trafficking and commercial sexual exploitation
- » Lack of support networks, like strong relationships with friends, family, or other trusted adults
- » Living away from home, often for the first time
- » Immigration status
- » Low self-esteem
- » Being bullied
- » History of abusive intimate partners (i.e., boyfriends or girlfriends)
- » Family history of sexual abuse or violence
- » Personality and characteristics of an empath or “people pleaser”
- » Being the sole or primary provider for their family
- » Substance abuse or addictions to alcohol or other substances commonly found on college campuses

# INDICATORS OF HUMAN TRAFFICKING ON COLLEGE CAMPUSES

Indicators of human trafficking can help alert resident advisors, campus law enforcement, members of campus government, and other student leaders to a potential victim of this crime on their campus. While no single indicator is necessarily proof of human trafficking, recognizing the signs is the first step in identifying possible victims.

## Physical or Behavioral

Does the individual...

- » Appear to be deprived of food, water, sleep, medical care, or other necessities?
- » Have tattoos or scars that would indicate branding by a trafficker?
- » Show sudden or dramatic changes in behavior?
- » Have unexplained absences from class or display a sudden drop in academic performance?
- » Talk about or use language related to performing sex acts for money?
- » Appear to be coached on what to say, or their responses seem rehearsed?
- » Act fearful, anxious, depressed, submissive, tense, or nervous/paranoid, or disassociated/"checked out"?
- » Have bruises or other signs of physical trauma?
- » Have scars, cut marks, burns, or other signs of self-harm/suicidal tendencies?
- » Exhibit any behaviors that could lead to academic probation?
- » Defer to another person to speak for them, especially during interactions with authority figures?
- » Suddenly become extremely quiet, avoid eye contact, and keep their head down?
- » Have a difficult time providing logical answers to basic questions?
- » Suddenly have more (and/or more expensive) material possessions, like purses, clothing, and/or cell phones and/or large sums of cash on their person?

# Social

Does the individual...

- » Have on-campus housing but rarely stay in their dorm?
- » Reference someone in their life being their “sugar daddy/sugar momma,” or refer to themselves as a “sugar baby”?
- » Engage in unhealthy coping behaviors (i.e., increase in use of drugs or alcohol, etc.)?
- » Seem restricted from contacting family, friends, or his or her legal guardian?
- » Reference traveling to other cities or towns frequently?
- » Flaunt large sums of unexplained money/ income or boast of an extravagant new lifestyle?
- » Live with an employer or have an employer listed as their caregiver or emergency contact?
- » Stop showing interest in their future plans?
- » Have a “boyfriend,” “girlfriend,” or romantic partner who is noticeably older?
- » Engage in sexual behavior that puts them at risk of harm or indicate they may be experiencing abuse from their partner?
- » Claim to be completely financially covered and independent at a young age?
- » Stop attending or showing interest in activities or extracurriculars they normally attend?
- » Talk about getting paid very little or not at all for the work they do?
- » Seem to engage in high-risk behaviors even at the apparent expense of safety and/or consequences?
- » Appear to not have the freedom to quit their job?

# HOW TRAFFICKERS OPERATE

Traffickers often prey on individuals with little or no social safety net, including a lack of social or family support systems, unstable housing, previous traumatic experiences or abuse, questionable immigration status, limited English proficiency, or an inability to decipher exploitative situations. They seek victims in a variety of places, such as online, on campuses, and at nightclubs, strip bars, and malls. Traffickers lure, trick, and sometimes have intimate relationships with their victims. Most victims are manipulated through promises of false love, attention, and help. Many times, the trafficker and victim appear to be in a loving relationship, but we may fail to see the signs of deception, manipulation, and coercion.

## Who Are Traffickers?

There is no single face of traffickers. They can be from any background, any age, and can be perpetrators of any sex. To victims, they can be:

- » "Pimps" or a romantic partner
- » Family members
- » Strangers
- » Individuals in positions of authority or power, community leaders, or people of prominence and influence
- » Employers, co-workers, or other professionals
- » Friends or peers
- » Connections of mutual friends

# HOW ARE TRAFFICKERS REACHING VICTIMS?

## ON CAMPUS

Traffickers have increasingly turned to the internet to identify and lure victims, but they do still utilize physical meeting spaces for recruitment as well. Student leaders must always be vigilant of any suspicious activities they may see at their school, including those from both students and faculty. Because campuses have many young people in one place, there are more opportunities for traffickers to use their victims for peer-to-peer recruitment. This is when traffickers coerce or force their victims or other students into recruiting their peers with potential promises of payment or reward (i.e., a finder's fee), better status or position, or less abuse and better treatment.

## POPULAR OFF-CAMPUS MEETING PLACES

Locations that students frequent outside of school may include malls, parks, concerts, community centers, public transit centers, house gatherings, bars, parties, etc. Traffickers look for opportunities to impair their victim's judgment anywhere. This can take the form of buying drinks that they can lace with drugs or adding drugs to a drink while the student is distracted. Traffickers can easily add drugs to punch bowls and other open containers. These drugs may interfere with the ability to take care of oneself and make sensible decisions. The student may suffer drug-induced memory loss. During a drugged state, photos or videos may be taken that are then used coercively to force someone to engage in commercial sex acts. It can happen to others, too. Student leaders must be vigilant of others who appear distressed or unaware of their surroundings.

## SOCIAL MEDIA, ONLINE, AND DATING AND GAMING APPS

Social media and online dating apps are great ways to meet and connect with new people in the campus community, but they can also be utilized criminally. Traffickers use the anonymity of the internet to develop trust and a seemingly solid friendship, then arrange to meet and deceive a victim into trafficking. Not everyone is out to harm or hurt one another, but you should be aware of some warning signs.

- » **Instant Love:** Traffickers lure their victims into becoming emotionally attached. Take the time to get to know someone. Do not share many personal details on the internet.
- » **Willingness to Pay:** Traffickers quickly establish themselves as trustworthy confidants. Under the guise of love, the trafficker will offer to pay for a potential victim to travel to a weekend getaway or to where the trafficker lives. If you decide to meet, make sure it's somewhere you feel safe and comfortable.
- » **Job Promises:** If it sounds too good to be true, it probably is. Be wary of offers for jobs in fields that are typically hard to break into, such as modeling and acting. Traffickers lure victims into isolation away from their friends and family. Be wary of job offers in remote locations, faraway states, and foreign cities.

## DECEPTIVE OFFERS OF EMPLOYMENT OR FINANCIAL STABILITY

Labor traffickers can take advantage of the economic instability of college students by offering them jobs that appear legitimate at first. What can seem like a good opportunity to acquire funds for tuition, loans, rent, or other basic expenses can quickly turn into an exploitative situation. A student may agree to a job and find conditions are not what were expected or agreed upon but they are prevented from leaving the job by their employer. For example, traffickers may coerce an "employed" student into opening lines of credit and then running up their debt. Traffickers may then tell their victims the only way to pay off the debt is through continued work. This is called debt bondage, a form of forced labor.

# EXAMPLES OF HUMAN TRAFFICKING

*The following examples are fictional but based on actual tactics that traffickers use to exploit victims and indicators that someone is a potential victim of human trafficking. How you respond should be in accordance with your campus's protocol.*

## Dorm Danger

Avery is a resident advisor at a predominantly freshman dorm on campus. Over the past few weeks, she has grown concerned about Maya, a resident in her hall. Avery has noticed that Maya rarely sleeps in her dorm at night, and that when she is there, she is accompanied by a much older “boyfriend.” In an earlier conversation, Maya had referred to this boyfriend as her “sugar daddy,” a comment Avery took as a joke at the time.

Even more alarming, Avery has observed a marked change in both Maya’s physical and emotional appearance. Maya appears tired and distressed, and during a recent encounter, Avery notices that she has bruises on her arms. Fearing there could be something more than a toxic relationship going on, Avery elevates the issue to her superior.

## Social Media Solicitation

Natalie is a student volunteer at a university resource center offering mentorship and support services to her fellow students. One of the students she has frequently worked with during the fall semester is Ethan, a sophomore. Ethan has confided in Natalie about a deteriorating situation back home. His parents have been going through some financial troubles, and it is uncertain how they will pay for his tuition next semester. In addition, Ethan often talks about a “boyfriend” he met through social media. Though they haven’t met in person, things are moving fast. One day, Ethan tells Natalie that his boyfriend has reached out to him about a vague opportunity to make some money. All Ethan has to do is travel to meet his boyfriend’s uncle. Ethan is admittedly uncertain and anxious about the situation, but he feels his options are limited. Something about this interaction feels wrong to Natalie and she decides to seek the advice of the center’s director.

## Unlawful Landscaping

Tracy and Adam are students at a large public university. While walking to the campus library between classes one afternoon, they notice a troubling situation. A landscaping crew is working at a nearby courtyard, which doesn't seem out of the ordinary at first. But as Tracy and Adam get closer, they realize that many of the employees look exhausted, distressed, and even injured. Upon closer inspection, none of the employees seem to have the proper personal protective equipment, such as safety goggles, gloves, and earmuffs. One man, whom the pair assumes is the boss, appears to be monitoring the workers too closely. Whenever crew members try to interact with each other, the man is quick to reprimand them. The crew's mistreatment bothers Tracy and Adam. Rather than going to the library, they opt to contact campus law enforcement.

## HOW TO SPREAD THE WORD ON CAMPUS

Anyone can join in the fight against human trafficking. Here are a few ideas to help you get started on your campus and within your local community.

### HOST AN EVENT

Host an educational session or campus event. Educate, promote discussion, and empower participants to recognize the signs of human trafficking and take action to report.

### PROMOTE RESPONSIBLE PROCUREMENT

Talk to your university administration about their procurement practices and contract clauses since these may have an impact on forced labor. Learn more about the food service provider on campus and whether it sources responsibly.

## SHARE OUR VIDEOS

Talk to your student government or university administration about adding the Blue Campaign's "[What is Human Trafficking](#)" video to the interactive displays on campus.

## SHARE ON SOCIAL MEDIA

Follow the Blue Campaign on [Facebook](#), [Twitter](#), and [Instagram](#). Share our content with others. Use the following hashtags: #EndTrafficking and #BlueCampaign.

## TALK WITH A PROFESSOR

Reach out to a professor about learning more about human trafficking as part of a course or independent study.

## SHARE ARTICLES

Talk to your school about sharing human trafficking information in the school's newspapers or daily emails.

## TEAM UP

Form a student organization to educate people about trafficking and how to address it. Pair up with campus groups to sponsor an event or work with fraternities/sororities and other student groups on making human trafficking prevention training mandatory for their members.

## ENCOURAGE CAMPUS SECURITY TRAINING

Talk to your campus law enforcement and public safety officers about requiring human trafficking prevention training for officers and students. [Awareness training videos](#), [indicator cards](#), and more are available on [our website](#).

## BE A CONSCIENTIOUS CONSUMER

Speak up and insist that the clothes you wear, the food you eat, and the products you buy do not come from those in forced labor situations. There are a variety of digital applications and websites that are designed for consumers to research and make informed purchases with the confidence that their dollars are not supporting forced labor practices.

## SHARE WITH YOUR LOCAL COMMUNITY

After getting any necessary approvals, put up posters at bus stops and post information about human trafficking inside bathroom stalls. Speak to local restaurants and other businesses about providing a brief presentation to their staff about how to spot someone being trafficked.

## HOW TO REPORT HUMAN TRAFFICKING OR GET ADDITIONAL SUPPORT

**Do not at any time attempt to confront a suspected trafficker directly or alert a potential victim to your suspicions. Call 911 for emergency situations – threats of violence, physical assault, emergency medical needs, etc.**

Please refer to your organization's protocol for reporting suspected instances of human trafficking and engage additional support resources. Also, consider contacting your state or local human trafficking task force for support. Call **1-866-347-2423** to report suspected human trafficking to the **Homeland Security Investigations (HSI) Tip Line** 24 hours a day, 7 days a week, every day of the year.

Highly trained specialists take reports from both public and private agencies on more than 400 laws enforced by HSI, including those related to human trafficking. HSI agents and Victim Assistance Specialists responding to reports are specifically trained on a victim-centered approach to stabilize victims and connect them with support services, including providing immigration relief for qualifying victims. You can also **submit an anonymous tip online via the HSI Tip Form** at: [ice.gov/webform/hsi-tip-form](https://ice.gov/webform/hsi-tip-form).

**Call 1-888-373-7888 or text HELP or INFO to BeFree (233733)** to report suspected human trafficking to the National Human Trafficking Hotline (NHTH), which takes calls from victims

and survivors of human trafficking and those who may know them. The NHTH can help connect victims with service providers in their area and assist in reporting their situation to trusted law enforcement contacts. The NHTH is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, in English, Spanish, and more than 200 other languages. The NHTH is not a law enforcement or immigration authority and is operated by a nongovernmental organization.

**Call 1-800-THE-LOST (1-800-843-5678) or go to CyberTipline.org** to report suspected child sex trafficking, sextortion, online enticement, and sexual abuse material to the **National Center for Missing and Exploited Children (NCMEC)**. NCMEC is a nonprofit organization, available 24/7 to work with families, victims, private industry, law enforcement, and the public to support the identification, location, and recovery of child sex trafficking and child sexual exploitation victims.

Learn more about immigration assistance at [dhs.gov/blue-campaign/immigration-assistance](https://dhs.gov/blue-campaign/immigration-assistance)



# HUMAN TRAFFICKING RESPONSE GUIDE FOR CAMPUS LAW ENFORCEMENT AND PUBLIC SAFETY OFFICIALS

## ABOUT THIS GUIDE

As a campus law enforcement or public safety official, you are in a unique position to reach students considered vulnerable to exploitation and human trafficking. You play an important role because you regularly interact with the same groups of students as part of your daily job duties and often gain their trust. You may also be able to recognize when something is wrong in a student's life.

The purpose of this guide is to inform campus law enforcement and public safety officials about human trafficking and its indicators so that you can be better prepared to recognize a potential victim at the college or university campus you serve. It also includes information about taking a victim-centered approach and how trauma can affect victim behavior that you may be witnessing.

## WHAT IS HUMAN TRAFFICKING?

**Human trafficking involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.** Causing someone under the age of 18 to engage in a commercial sex act, regardless of using force, fraud, or coercion is human trafficking under U.S. law.<sup>1</sup> Human traffickers use various forms of force, fraud, and coercion to control and exploit victims. These forms include imposing of debt, fraudulent employment opportunities, false promises of love or a better life, psychological coercion, and violence or threats of violence.

The crime of human trafficking hinges on the exploitation of another person. People often falsely believe "human trafficking" implies victims must be moved from one place to another to qualify as a victim. Human trafficking does not require transportation to be considered a crime.<sup>3</sup> It is a crime that can be committed against an individual who has never left their hometown.

Human trafficking victims can be of any age, race, sex, ethnicity, nationality, immigration status, and socioeconomic class. In many cases, victims do not come forward to seek help because they are vulnerable, potential language barriers may exist, they have a fear of law enforcement, or they do not identify as a victim.

## Who It May Affect

Human trafficking victims can be any age, race, sex, or nationality. They may come from any socio-economic group. College students may be particularly vulnerable to this crime for a variety of reasons:

### **LIVING AWAY FROM HOME, OFTEN FOR THE FIRST TIME**

Students may have to build new social and community connections, the lack of which could make them vulnerable to traffickers who may offer emotional support to gain trust.

### **ECONOMIC INSTABILITY AND DEPENDENCE**

Students may experience financial difficulties that traffickers can exploit by offering monetary support or false promises of jobs.

### **COMMON USE OF ALCOHOL OR SUBSTANCES ON COLLEGE CAMPUSES**

Taking advantage of students' potentially newfound independence, traffickers may use drugs and alcohol to lure potential victims.

### **THEIR IMMIGRATION STATUS**

International students may be at even a greater risk because they are in a new country, further away from home, and may not know their rights. Traffickers could also potentially use their temporary residency as a way to manipulate them and build fear if they try to seek help. Human trafficking may also look very different in their home countries, so they may know even less about the signs to look for and how to protect themselves.

- » See 18 U.S.C Chapter 77 for precise definitions
- » See 18 U.S.C Chapter 77 for language on elements of the crime
- » Learn more about the difference between human trafficking and human smuggling: [dhs.gov/bluecampaign](https://dhs.gov/bluecampaign)

# HOW TRAFFICKERS OPERATE

Traffickers often prey on individuals with few or no social support systems. College students may be away from home for the first time and trying to fit in with their new surroundings, making them potential targets for traffickers.

## Who are Traffickers?

There is no single face of traffickers, they can be any sex, age, or race. To victims, they can be:

- » Peers or other students
- » Community leaders or people of prominence
- » "Pimps," "boyfriends," "girlfriends," or other romantic partners
- » Employers or other professionals
- » Family members or friends
- » Strangers with no relation to the victim

# HOW ARE TRAFFICKERS REACHING VICTIMS?

Traffickers have increasingly turned to the internet to identify and lure victims, but they do still utilize physical meeting spaces for recruitment as well. Below are some examples of how traffickers may reach victims on college campuses.

## POPULAR MEETING PLACES

This can include places like student unions, bars, off-campus parties, or anywhere else large numbers of students may congregate regularly.

## **SOCIAL MEDIA, ONLINE, AND DATING APPS**

Traffickers often use the internet to reach victims because they can take advantage of personal information shared online to exploit perceived hardships or insecurities to gain trust.

## **PEER TO PEER RECRUITMENT**

Campuses have a large number of young people in one place, which can create opportunities for traffickers to coerce their victims into recruiting their peers. Victims that are made to recruit other victims are typically called “bottoms.”

## **DECEPTIVE OFFERS OF EMPLOYMENT OR ROMANTIC RELATIONSHIPS**

Traffickers can take advantage of the economic instability of college students by offering them jobs, such as modeling, that may be too good to be true. Entering into romantic relationships or providing emotional support are also common ways for traffickers to control and manipulate their victims.

## **TAKING ADVANTAGE OF FINANCIAL INSTABILITY**

Traffickers may take advantage of students by coercing them into opening up lines of credit and then running up their debt. Traffickers may then tell their victims the only way to pay off this debt is to engage in sexual acts for money.

# VICTIM-CENTERED APPROACH

A victim-centered approach places a victim's priorities, needs, and interests at the center of law enforcement's work with the individual. While investigating trafficking crimes, law enforcement should always put the victim's needs first, regardless of whether they choose to participate in the prosecution of the case. Law enforcement should conduct various investigative approaches that do not focus solely on the victim being the key witness and implement all tools and skills available to continue building a case.

## Interacting with a Potential Victim

When encountering a potential victim, it is important to remember that victims may not be comfortable coming forward and working with law enforcement. They need help to feel stable, safe and secure.

Trafficking victims may:

- » Fear law enforcement
- » Not tell a complete story or use rehearsed responses
- » Fear judgment from those in authority
- » Not identify themselves as a victim
- » Identify with the trafficker or express romantic feelings for them

## Effects of Trauma

Victims of human trafficking may be suffering from the trauma of their most recent experience and potentially trauma from past experiences. Trauma is severe emotional or mental distress caused by a single event (an intense one-time event, where there is serious threat of harm or death) or a series of events or situations that are long-term (witnessing or experiencing neglect, abuse, or other forms of violence). It is important to understand how trauma can impact brain function and result in behaviors that may not seem to match the situation, like:

- » Telling a fragmented story when recalling a traumatic event
- » Inability to recall events in sequence and context
- » Non-responsiveness or lack of involvement with the external world
- » Lack of emotion

- » Impaired memory
- » Erratic behavior
- » Feelings of detachment or estrangement of others
- » Laughing or joking inappropriately
- » Irritability or outbursts of anger

## Addressing Victim Needs

It is crucial to understand that these behaviors are indicative of the level of control traffickers exert over victims, and that victims need support and understanding in order to help make the case investigation—and subsequent prosecution of the perpetrator—a success.

When campus law enforcement or public health officials encounter a potential victim of trafficking in the course of their duties, it is critical that you begin to develop rapport and establish trust by:

- » **Immediately engaging a victim specialist** who can connect the victim to support services (which could include medical attention, emergency shelter, and/or legal services) emphasizing that assistance is available regardless of the outcome of the investigation and prosecution.
- » **Taking time to explain who you are**, answer questions they might have, and acknowledge and address their fears.
- » **Being sensitive to cultural differences** and language barriers and using an interpreter when needed.
- » Conducting interviews in a neutral location, only after the victim's needs have been assessed and any urgent needs have been met.
- » **Being patient** and giving the victim time to stabilize and begin their recovery process.

# TRAFFICKING SCENARIOS

*The following examples are fictional but based on actual indicators that someone may be a potential victim of human trafficking.*

## Victim Perspective

Taylor is the first in her family to attend college. She grew up in a small rural town and got into her dream school in a small city four hours from home. Taylor is excited to meet her fellow students, make new friends, and find her community. While eating lunch alone in the student union, another student asks to sit with her. Taylor likes Stacy right away, she's extremely nice and asks Taylor questions about her family and life at home and really listens as she talks about being excited and nervous about college. Stacy invites Taylor to an off-campus party that night, and she agrees to meet her there.

Taylor is excited to meet so many new people and have fun with her new freedom away from home. Stacy introduces Taylor to her friend, Mark, who is dressed really nice, seems a bit older than everyone else, and is socializing with a small group in a separate room of the house. Mark and Taylor talk for a while and he tells her he works in finance and is bragging a bit about his house and cars. Taylor thinks he is really impressive, she had never met anyone like him in her hometown.

Taylor and Stacy form a close friendship over the next few weeks. Stacy says Mark helped her make a bunch of money by setting her up with gigs to dance for paying clients, and he could help Taylor make money this way too. Taylor is really hesitant about this, but Stacy says it's really easy money, she does it all the time, and Mark is a really good guy. Taylor agrees to try it out. After making \$500 dancing, Mark offers to set up a bank account for Taylor. She agrees that would be a good idea and shares her personal information with Mark to start the account.

After a few weeks, Stacy and Mark's attitudes towards Taylor change. They tell her they have videos of her dancing and they'll send them to her family if she doesn't start doing more than dancing for her clients. Mark also points out that he opened up a credit card in her name and maxed it out, so unless she wants to have her credit ruined, she better get to work so he can pay it off for her. Taylor feels extremely trapped and scared and doesn't see a way out of this situation other than following what they say.

## Law Enforcement and Public Safety Perspective

Officers Williams and Fisher are conducting their usual midnight campus patrol. On a weeknight, the campus is usually extremely quiet at this time, they may see a few students coming and going from the library. While parking at an observation point near the student residence halls, they see two female students quickly get out of a car being driven by an older woman. As the car drives away one of the girls seems to start crying as the other consoles her.

Officers Williams and Fisher pull up to the girls to find out what is going on. Claire explains that Tamara's boyfriend just broke up with her and she's really upset. Officer Williams asks a few more questions like where they were coming from and who dropped them off? The girls provide a series of answers that don't seem to match or make sense. Officer Fisher can see that Claire has some bruises on her arm, but she says it is from playing softball. As the officers ask a few more questions to determine if the girls are in danger, Claire snaps at them for asking so many questions that aren't their business.

The officers are realizing there might be more than meets the eye here. They decide that rather than leave this as a contact in the dispatch system, to write a report for the behavioral intervention team on campus so that follow-up can be conducted with the two students.

# HOW TO REPORT HUMAN TRAFFICKING OR GET ADDITIONAL SUPPORT

**Please refer to your department's protocol** for reporting human trafficking crimes and engaging additional support resources. Also consider contacting your state or local human trafficking task force for support.

**Call 1-866-347-2423** to report suspected human trafficking to the **Homeland Security Investigations (HSI) Tip Line** 24 hours a day, 7 days a week, every day of the year. Highly trained specialists take reports from both the public and law enforcement agencies on more than 400 laws enforced by HSI, including those related to human trafficking. HSI agents responding to reports are specifically trained on a victim centered approach to stabilize victims and connect them with support services, including providing immigration relief<sup>4</sup> for qualifying victims. You can also **submit an anonymous tip online via the HSI Tip Form** at: [ice.gov/webform/hsi-tip-form](https://ice.gov/webform/hsi-tip-form).

**Call 1-888-373-7888 or text HELP or INFO to BeFree (233733)** to report suspected human trafficking to the **National Human Trafficking Hotline**, which takes calls from victims and survivors of human trafficking and those who may know them. The Trafficking Hotline can help connect victims with service providers in their area and assist in reporting their situation to trusted law enforcement contacts. The Trafficking Hotline is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, in English, Spanish, and more than 200 other languages. The Trafficking Hotline is not a law enforcement or immigration authority and is operated by a nongovernmental organization.

## Additional Law Enforcement Training Opportunities

The Department of Homeland Security's (DHS) Federal Law Enforcement Training Centers (FLETC) offers an introductory Human Trafficking Awareness Training for sworn law enforcement nationwide, both virtually and in-person. More information can be found on FLETC's website: [fletc.gov/human-trafficking-awareness-training/human-trafficking-awareness-training](https://fletc.gov/human-trafficking-awareness-training/human-trafficking-awareness-training)

# ABOUT BLUE CAMPAIGN

Blue Campaign is a national public awareness campaign, designed to educate the public, law enforcement and other industry partners to recognize the indicators of human trafficking, and how to appropriately respond to possible cases. Blue Campaign works closely with DHS Components to create general awareness training and materials for law enforcement and others to increase detection of human trafficking, and to identify victims.

For additional human trafficking resources for law enforcement and public safety officials, visit Blue Campaign's website: [dhs.gov/bluecampaign](https://dhs.gov/bluecampaign).

## Contact Blue Campaign

BlueCampaign@hsi.dhs.gov

[dhs.gov/bluecampaign](https://dhs.gov/bluecampaign)

@dhsbluecampaign

Learn more about immigration assistance at: [dhs.gov/blue-campaign/immigration-assistance](https://dhs.gov/blue-campaign/immigration-assistance)







CAMPUS AND COMMUNITY  
<sup>TM</sup>  
**RESOURCES**

# FAYETTEVILLE STATE UNIVERSITY

## CAMPUS RESOURCES

<b>FSU Police Department</b> (910) 672-1775	<b>Clery Compliance Officer</b> (910) 672-2462
<b>Housing and Residence Life</b> (910) 672-1884	<b>Student Conduct</b> (910) 672-1788
<b>Title IX</b> (910) 672-2325	<b>Student Health Services</b> (910) 672-1259
<b>Center for Personal Development</b> (910) 672-1222	

## Police and Public Safety

Fayetteville State University Police and Public Safety is a 24-hour-a-day, 7-day-a-week full-service law enforcement agency. Our sworn law enforcement have the authority to enforce federal, state, and local laws as well as the rules and regulations of Fayetteville State University. Police and Public Safety (PPS) has the broader responsibilities to provide disaster preparedness/responses and the implementation of public safety initiatives within the FSU community.

### Contact Information:

**Mitchell Building,  
(910) 672-1775**

## Victim Assistance Program

The Fayetteville State University Police and Public Safety Department's ("PPSD") Victim Assistance Program provides services to anyone who may become a victim of a crime committed within the jurisdiction of the PPSD.

## Services Provided

- » Victim Assistance is available 24 hours a day, seven days a week, to respond to the emergency needs of a victim. For assistance, call (910) 672-1775.
- » Referrals may be made to the University's Center for Personal Development, the Safe-Zone Office, Title IX, and off-campus agencies.
- » Victim assistance personnel can accompany and support victims through all stages of the criminal justice process.
- » Victim Assistance is available to speak to the campus community about the Victim Assistance Program and other related topics. For more information or to request a speaker, call (910) 672-1775.

All services are free, most are confidential, and available to all University students, faculty, staff and visitors who may become a victim of a crime committed within the jurisdiction of the PPSD.

If you have been the victim of a crime, contact the PPSD Investigations Division at (910) 672-2486 or (910) 672-1775 to speak with an officer about your needs.

## Bronco Health & Wellness

Bronco Health & Wellness is dedicated to enhancing and sustaining the well-being of the campus community by promoting the nine dimensions of wellness, conducting comprehensive physical and mental health assessments, and implementing public health intervention and prevention initiatives in collaboration with campus and community partners.

Our vision is to positively influence student health and overall well-being. We achieve this by building strong partnerships with campus departments and organizations committed to health promotion, conducting health needs assessments, and delivering inclusive health education programs. Central to our work is engaging students in meaningful experiences that support their personal development while preparing them for the workforce and advanced educational opportunities.

### **Contact Information:**

**Dr. Dawn Truong**

**MPH, CHES, Director of Campus Health and Wellness**

**(910) 672-2081**

**Dtruong1@uncfsu.edu**

# Clery Compliance Officer

The Clery Act is a federal mandate requiring all institutions of higher education that participate in the federal student financial aid program to disclose information about crime on their campuses and in the surrounding communities. FSU is mandated to:

- » Collect, classify, and count crime reports and statistics related to crime.
- » Issue timely warning notifications for Clery crimes that represent an ongoing threat to the safety of students or employees, or emergency alert notifications upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees.
- » Publish an Annual Security and Fire Safety Report containing safety and security-related policy statements and crime statistics and distribute it to all current students and employees and prospective students and employees about the availability of the report. This report will also include fire safety information and fire statistics related to on-campus student housing facilities.
- » Submit crime statistics to the US Department of Education annually.
- » Maintain a daily crime and fire log of alleged criminal incidents and residential fires occurring in Clery Geography.

## Contact Information:

(910) 672-2462

tlloyd8@uncfsu.edu

# Title IX Office

Fayetteville State University is dedicated to creating an educational community and work environment free from sex-based discrimination and sexual misconduct. The Chief Title IX Coordinator at Fayetteville State University is responsible for ensuring compliance with Title IX and enforcing the University's Prohibited Sexual Conduct Policy. The Title IX Office is available to discuss options, offer support, explain policies and procedures, and provide education on relevant issues.

## Student Engagement

- » **Educate Yourself:** Take time to understand what constitutes prohibited sexual conduct.
- » **Speak up:** If you witness prohibited sexual conduct, report it.
- » **Respect Boundaries:** Always obtain consent in all sexual interactions.

» **Get Involved:** Participate in prevention programs, training sessions, and student-led initiatives.

If you experience or witness conduct that may violate the University's [Title IX](#) or [Prohibited Sexual Conduct](#) policy, you should report it to the Title IX Office using the [Reporting Intake Form](#).

**Contact Information:**

**Collins Building, Office 201**

**(910) 672-2325**

**TitleIX@uncfsu.edu**

## Student Conduct

The mission of the Office of Student Conduct is to organize and institute a fair process to resolve incidents involving student misconduct allegations. The Office of Student Conduct aims to treat affected individuals fairly and without bias. Our goal is to resolve issues in a reasonable and timely manner.

If you believe there has been a violation of the Code, please fill out an electronic report using the link provided: <https://cm.maxient.com/reportingform.php?FayettevilleStateUniv>.

You may also contact campus police to report ongoing matters of alleged Code violations. If you need immediate assistance, or if you believe the conduct involved presents a danger of harm to self or others, you are strongly encouraged to contact campus police immediately at (910) 672-1911 (emergency) or (910) 672-1775 (non-emergency).

**Contact Information:**

**Collins Administration Building, 202**

**(910) 672-1788**

**lwallac3@uncfsu.edu**

## Office of Case Management

Case Management is a solution-focused, strengths-based, holistic, approach to understanding an individual's complex needs, and providing them with resources, tools, and guidance for their success. Case Managers work with students experiencing academic, personal, or financial difficulties. They serve

as a point of contact and support for students facing challenges such as problem-solving, decision-making, and overcoming obstacles. In situations where students face crises, Case Managers aid in providing immediate support and connecting students with appropriate resources.

**Contact Information:**

**Williams Hall 115**

**910-672-1069**

**casemanagement@uncfsu.edu**

## Student Health Services

Student Health Services works to assist students in developing a solid foundation for healthy lifestyle practices to improve current and future health outcomes. SHS provides a variety of health care services to all students currently enrolled. SHS provides treatment for minor illnesses and minor injuries. Students needing referrals for specialized services

**Services include:**

- » Acute Medical Care
- » OTC Medications
- » Physical Exams
- » Health Education and Promotion
- » GYN
- » Laboratory Services
- » Men's Health
- » HIV/STI Counseling & Screening
- » Breast Exams
- » Contraceptives
- » Pharmacy Services

For assistance after business hours, and for non-life threatening issues, contact the Student Blue Nurse Advice Line called "HealthLine Blue" at 1-877-477-2424. Nurses are available 24/7 by phone in both English and Spanish. For any life- threatening emergency, students should call 911 or Campus Police at (910-672-1911) to activate emergency medical services. For other emergency situations, please contact Campus Police or your Residence Hall Advisor/Director.

**Contact Information: Cook Hall - Lower Level**

**Front Desk: (910) 672-1259**

**Pharmacy: (910) 672-2080**

**HealthServices2@uncfsu.edu**

# Counseling and Personal Development Center

The Counseling and Personal Development Center offers mental health, substance use, and student disability services to assist students with social, personal and academic growth during their matriculation at the university. For currently enrolled students, all mental health/substance use counseling services are provided for free and confidentially in a welcoming atmosphere. Information discussed is held in strict confidence to the limits provided by law. No record of counseling services is annotated on academic transcripts or placement files.

Counseling services include:

- » Comprehensive mental health/ substance use evaluations
- » Individual, couples\*, or group mental health/ substance use counseling
- » Bronco Whole Mind Spa - Relaxation Room
- » Substance abuse prevention programming
- » Referral services
- » Consultations
- » Transformative experiences (i.e., workshops, presentations, small groups, screenings)
- » Bronco Whole Collegiate Recovery Community

The Counseling and Personal Development Center's Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. The Counseling and Personal Development Center is located in the Spaulding Building on the west side of campus.

**To schedule an appointment, students may call (910) 672-1222 or email [counselingservices@uncfsu.edu](mailto:counselingservices@uncfsu.edu).**

## For Emergencies and/or After-Hour Assistance

In case of an emergency/crisis during office hours (M-F 8am-5pm), please call the Counseling and Personal Development Center at (910) 672-1222 to speak to a member of the counseling team. For after hours, weekends and during the holidays, please call (910) 672-1203 to speak with the on-call counselor. You may also call 911 or go to the nearest emergency room for life threatening emergencies.

The Counseling and Personal Development Center's counseling team encourages faculty/staff members or friends to make a referral if they believe that a student/friend could benefit from general counseling services or if a student/friend is experiencing mental health concerns. To make a referral the faculty/staff member or friend can:

- » Complete the Counseling and Personal Development Center's [referral form](#) and email it to: [counselingservices@uncfsu.edu](mailto:counselingservices@uncfsu.edu)
- » Call to the Counseling and Personal Development Center at (910) 672-1222. Student's name, contact info and general concerns must be provided at the time of the call.

Please note that counseling staff will reach out to the student to follow-up on the referral. Due to confidentiality reasons, counseling staff cannot provide any feedback or information about the outcome of the referral, to the faculty/staff member or friend, without written consent from the student.

## Off-Campus Referrals

Students who would prefer to explore local and virtual off campus mental health providers can now do so by accessing Fayetteville State University's Thriving Campus page. Please use the following link to connect to additional mental health resources. <https://uncfsu.thrivingcampus.com>

**For more information about FSU's Thriving Campus Initiative, please call 910-672-1222.**

## Student Disability Services

Students with disabilities who desire to receive assistance from the University must complete the "Student Disability Services" registration form to begin the process for receiving services. For more information and to access the registration form, please visit the Student Disability Services page.



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