

PROCEDURE 7.1.3p. Behavioral Intervention Team

Revised:

Last Reviewed:

Adopted: July 16, 2024



I. PURPOSE:

This procedure implements Policy 7.1.3.- Behavioral Intervention Team.

II. RELATED AUTHORITY

National Association of Behavioral Intervention Teams

III. APPLICIBILITY:

All Technical Colleges and work units associated with the Technical College System of Georgia.

IV. DEFINITIONS:

Behavioral Intervention Team (BIT): a multi-disciplinary group that helps detect early indicators of potential disruptive conduct, self-harm, and violence to others using an established protocol to support students, employees, faculty, staff, communities, and workplaces (nabita.org).

Behaviors of Concern: incidents that are disruptive, concerning, and/or threatening, and indicate that individuals represent a potential risk to themselves or the campus community.

Threat: any conduct that presents a clear and present danger to self and/or others.

V. ATTACHMENTS: N/A

VI. PROCEDURE:

A. General

1. Each College must

- a. establish and maintain a Behavioral Intervention Team (BIT) dedicated to providing caring, preventive, early intervention to students and employees whose behavior is disruptive or concerning to serve six basic functions:
 - i. Gather information to assess reports of behaviors of concern;
 - ii. Assist faculty, students, and staff in identifying and reporting behaviors of concern;
 - iii. Connect individuals displaying behaviors of concern with appropriate campus and community resources;
 - iv. Recommend appropriate intervention strategies for individuals displaying behaviors of concern;
 - v. Provide ongoing support to faculty and staff in working with individuals displaying behaviors of concern; and
 - vi. Monitor ongoing behavior of individuals who have displayed behaviors of concern.
- b. identify core BIT membership, comprised of at least five, but no more than ten individuals which, at a minimum, should include Student Affairs, Academic Affairs, Chief of Police, and Human Resources, when the case subject is an employee. The team shall have ready and confirmed access to, at least one mental health professional from within the campus community and/or from external partners. The President of each College will appoint the BIT chair.
- c. identify College and/or System Office staff members to serve in an ad hoc membership role as necessitated by individual cases. Ad hoc members shall be trained in the BIT process. Their participation is flexible and consultative in nature.
- d. provide initial and ongoing training for the core and ad hoc members, and any external partners providing professional expertise, to become familiar with BIT process and stay current with national trends and best practices.
- e. implement a validated assessment protocol to evaluate incidents and gauge the level of threat posed by individuals displaying behaviors of concern.
- f. implement a process to objectively identify and respond to individuals whose continued presence on campus represents a threat to the institution's educational mission and/or the emotional and physical health and safety of faculty, students, and staff.
- g. develop and implement initiatives to assist faculty, staff, and students in identifying, responding to, and reporting individuals displaying behaviors of concern, to include the establishment of a reporting mechanism easily accessible to all college community members.

- h. implement a database or other system to track reported cases and monitor individuals displaying behaviors of concern.
2. At a minimum, "behaviors of concern" will include:
 - a. Stalking
 - b. Violent fantasies
 - c. Anger problems
 - d. Non-compliance or disciplinary matters
 - e. Academic misconduct
 - f. Interest in previous shooting situations
 - g. Paranoia
 - h. Acting out
 - i. Violence or cruelty
 - j. Bullying
 - k. Changes in physical appearance
 - l. Changes in academic performance
 - m. Changes in patterns of interaction
 - n. Classroom absences
 - o. Repeated requests for special consideration
 - p. Victim/martyr self-idealization
 - q. Irrational conversation or speech that seems disconnected
 - r. Statements related to death or hopelessness
 - s. Threats of harming self or others
 - t. Manipulation or being disruptive to other students, faculty, or staff
 - u. Problems concentrating & remembering things or making decisions
 - v. New or regularly occurring behavior which pushes the limits and may interfere with class
 - w. Recent police contact
 - x. Unusual interest in police, military, terrorist activities and materials
 3. The BIT shall meet, at a minimum, once per month with the capacity to hold emergency meetings immediately when needed.
 4. The BIT is a tool to assist in providing a safe academic environment for faculty, staff, and students; it is neither punitive nor a disciplinary board, but rather serves as the central point of contact for concerning behaviors and threat assessments involving students and employees.
 5. The BIT may be advised by the Chief of Police/Director of Public Safety and/or General Counsel within the Technical College System of Georgia System Office.

B. Identifying and Reporting Risks

1. All individuals are encouraged to be alert to the possibility of campus disruptions, particularly acts of violence.
2. Employees and students shall place safety as their highest concern and shall report all acts and threats of violence.

- a. All reports will be handled in a confidential manner, with information released only on a need-to-know basis within the College community and in accordance with federal and state laws and regulations.
 - b. Every reasonable effort will be made to protect the safety and anonymity of anyone who comes forward with concerns about a threat or act of violence.
 - c. Retaliation against any person who, in good faith, reports acts or threats of violence pursuant to this or any other applicable law or policy is strictly prohibited.
3. Each College shall create and publicize procedures for reporting incidents to the BIT.
 - a. Colleges are mandated to provide an easily accessed mechanism by which a person may make a report to the BIT anonymously.

C. Confidentiality of Records

1. BIT members may provide each other with information about a student being monitored by the BIT as is necessary to protect the health, safety, and privacy of the student or other persons and to generate a recommended course of action in accordance with applicable legal and professional standards of confidentiality, including the release of information pursuant to the Family Educational Rights and Privacy Act of 1974 (FERPA).
2. Confidentiality of information and records considered by the BIT shall be maintained in accordance with all applicable federal and state laws and TBR, and institutional policies and are not subject to the Open Records Act

D. Training

1. All members of an institutional BIT shall attend relevant training at least annually to aid in the review of case referrals, triage and assessment of behavior, evaluation of risk levels, and discussion of intervention plans.
 - a. Such training shall include information regarding the role and function of the BIT on campus; reporting procedures; confidentiality requirements; related policies and laws; the risk assessment model utilized by the College; and topical knowledge related to common presenting concerns.
 - b. Each institutional BIT shall conduct training for its members throughout the year. Such training should be documented by the team chair and retained along with the notes from a meeting.

VII. RECORD RETENTION:

All records shall be maintained in accordance with the Georgia Records Retention Schedule maintained by the Georgia Archives, University System of Georgia.