

Purpose

PA College's Behavioral Intervention Team (hereafter referred to as the "BIT") has been established to provide a systematic response to students who are displaying concerning behavior in order to support their success and assist in protecting the health, safety, and welfare of the student, as well as the entire campus community. The BIT coordinates PA College's resources to address the needs of students who are experiencing or exhibiting behavioral disturbances in order to recommend collaborative and purposeful interventions aimed at helping students achieve success. The BIT process is also designed to provide members of the College community, who have concerns regarding a student's behavior, with an identified and easily-accessible team to which they may report these concerns. Following receipt of a report, the BIT will, when appropriate, identify assistance and/or referral recommendation options for the student, in furtherance of the ultimate goals of student and community health, safety, success, and retention.

Scope

This policy applies specifically to student behaviors, however all members of the campus community have a role in outreach and education, as well as effective response.

Definitions

Behavioral Intervention Team (BIT)

A team of PA College officials tasked with providing a systematic response to students who are displaying concerning behavior.

Behavioral Concerns

As defined below under Risk Assessment and Intervention.

Health, Safety, and Security Committee

A committee of PA College representatives tasked with addressing health, safety, and security-related issues at PA College which may include educational initiatives, policy recommendations, and more. This committee works in collaboration with the BIT to address and improve the health, safety, and welfare of the campus community.

Non-Academic Student Concern

A designation on a student's electronic Starfish file indicating the existence of a report generated by the BIT.

Policy Detail

The BIT shall work to:

- Prevent crises through the provision of outreach and educational programming, consultation, appropriate assessment, and referrals;
- Ensure that students whose behavior is of concern are contacted, that those contacts are followed-up on, and that students have access to appropriate support services so that they have the opportunity to improve their welfare and are able to stay on track academically; and

- Create a unified reporting and tracking system that will allow members of the BIT to observe patterns of behavior that may result in risk assessment and safety intervention and provide a fair and documented response to distressed students.

The core members of the BIT meet regularly to discuss non-emergency situations and routine incidents. When a report is deemed urgent, the team, or a subset of the team, will meet to determine an immediate response.

In collaboration with the BIT, the Health, Safety, and Security Committee will meet regularly to address broader policy issues and concerns raised by the BIT, as well as to develop and implement educational outreach and programming pertaining to crisis prevention and intervention.

Core BIT members include: Dean of Students (Chair), one (1) Academic Dean (Vice Chair), the College Nurse, one (1) security representative, the Chair of the Health, Safety, and Security Committee, and the College Counselor. Each member of the BIT should designate an alternate in the event that they are unavailable when the need arises. One member of the BIT shall be designated as the Secretary for purposes of keeping accurate records of BIT activities.

When an urgent or potentially escalating situation arises, the core team, or a subset of the team, will meet to determine an immediate response. BIT members will access each other by cell phone in the event that only one team member is available to respond to urgent situations.

Risk Assessment and Intervention

The BIT may initiate a risk assessment and safety intervention when presented with credible information that a student has or may have engaged in the following behaviors:

- The student has engaged, or threatened to engage in, behavior that poses a significant disruption to the programs, services, or activities of the College (i.e., outbursts, aggressive behavior); and
- The student has engaged, or threatened to engage in, behavior that poses a significant risk to the health or safety of self or others (i.e., self-destructive behavior, aggressive behavior, violent behavior).

Reporting Incidents to the BIT

First contact the Office of Security (717-947-6333). If warranted in certain emergency situations, call 911.

The BIT plays a secondary role to all urgent circumstances and should be contacted only after initial emergency notifications are made. Individuals should report within the next business day with the Office of Security and the BIT by completing the BIT Student Concern/Incident Report form.

Reporters are asked to complete the incident report form when reporting concerning behaviors. Reporters can choose to remain anonymous. Each report should include as much detail as possible about the behavior and/or incident of concern. The reporter will also receive an acknowledgment of receipt from a member of the core BIT if he/she provided an email address.

Initial Incident Response

The following steps will be taken when an incident report is received:

1. The report is read by the BIT Chair or designee.
2. The BIT Chair or designee will determine if student has identified having a disability to the College, the nature of any such disability and whether the student receives accommodations for the disability.
3. The report is discussed by the BIT either immediately (in the case of urgent situations) or at the next regular meeting of the BIT.
4. Relevant professionals are consulted to determine the degree of risk and the most appropriate action(s) to take utilizing the Direct Threat Analysis (below).

Direct Threat Analysis

The purpose of the assessment is to determine the degree of risk the student poses to the health and safety of themselves and the PA College community, determine action that the College may need to take in response, and to inform decisions about the student's future participation in the College's programs. The BIT will not take or recommend adverse action against a student whose conduct is considered to pose a significant risk to the College community before conducting an individualized assessment.

For instances when behavior by an individual with an identified disability indicates a significant risk to the health and safety of the PA College community, the BIT will employ a team approach, in coordination with disability services as applicable, to determine the nature of the risk and any measures that can be taken to manage the risk. The College will make these determinations as the result of an individualized assessment.

Individualized Assessment Overview

The BIT will make an individualized assessment, based on reasonable judgment that relies on current information, medical knowledge, experience and training, or on the best available objective evidence, to ascertain:

- The nature, duration, and severity of the risk;
- The probability that potential injury will actually occur; and
- Whether reasonable modifications of policies, practices or procedures or, where applicable, the provision of auxiliary aids and services, will mitigate the risk.

The BIT undertakes this assessment to ensure that students with disabilities are not subjected to adverse action on the basis of unfounded fear, prejudice and stereotypes, and to ensure compliance with the direct threat regulatory provisions.

The BIT may recommend to the Dean of Students or other appropriate administrator that the College impose interim restrictions upon students up to, and including, an interim suspension. Interim restrictions may be imposed if the BIT believes that such interim restrictions are prudent or advisable to protect the PA College community.

In cases in which the BIT receives a report of behavior that poses an **imminent** risk to the health and safety of the PA College community and its members, special procedures may apply.

Individualized Assessment Process

The BIT will notify the student of the direct threat inquiry in writing, will provide a copy of the College's BIT Protocol, and will invite the student to provide documents or other information related to the team's assessment. If the student does not provide requested documents or other information, the BIT will proceed with the documents or information the BIT has available.

The BIT will convene and will consider what health and safety concerns the student's behavior raises and whether the risks associated with those concerns can be managed by modifications, support measures, or accommodations. The team may consider the imposition of a behavioral contract, if appropriate, that may include, among other things, consultations with health care professionals or restrictions on participation in College operations.

If the team determines the student poses health or safety risk to the College community or the student, and that the risk cannot be mitigated by reasonable modifications of policies, practices or procedures or the provision of auxiliary aids and services, the BIT will make the necessary referrals for disciplinary action regarding the student. Disciplinary decisions regarding student conduct (governed by the Student Code of Conduct and Disciplinary Policy) are made by the Dean of Students or a designated conduct administrator, who will consider the recommendation along with the direct threat analysis (and any applicable documentation) created by the BIT.

Incident Follow-Through

The actions of the BIT may include, but are not limited to:

1. Reviewing the incident report(s) and identifying whether a behavioral concern exists;
2. Reaching out to the student via phone or email to extend concern and inquire as to his/her well-being; and/or
3. Meeting with the student involved to discuss:
 - a. Student needs;
 - b. Available campus support services;
 - c. Conduct expectations;
 - d. Referring the student to various programs or services on campus (e.g. campus counseling services, Financial Aid, or disability services coordination through Health & Wellness Services);
 - e. Referring the student to appropriate community resources.
 - f. Notifying outside parties (e.g. Police Department, other higher education institutions, student's parent or next-of-kin), particularly if the student is considered an imminent threat to self or others; and/or
 - g. Referring the student to the Dean of Students for possible disciplinary action, if necessary, per the Student Code of Conduct and Disciplinary Policy.

The BIT will ensure that a *Non-Academic Student Concern* flag regarding the report will be added to the Starfish system.

The BIT will carefully monitor periods where a student previously identified by the BIT goes dormant and whether the dormancy increases or decreases monitoring needs, and act accordingly.

Appeal Process

A student may use the process outlined in the Student Complaint and Grievance Policy to appeal a decision made by the BIT. The BIT will not participate in the deliberation or decision regarding the student’s appeal, rather a neutral third-party college official will review per the process outlined.

Return Requirements

Following a determination that an individual poses a risk to the health and safety of self or the College community necessitating a voluntary or involuntary leave or withdrawal, the College may require as a precondition to a student’s return that the student provide documentation that the student has taken steps to mitigate the previous behavior. The College may request records from the student and request permission to speak to a treating professional (e.g., mental health provider). The records and information that will be requested and required are determined on a case-by-case basis depending on what information is necessary to determine whether the student is able to return and fulfill the fundamental requirements of the College’s programs in a manner safe for the student and the College community.

References: *N/A*

Audience:	All College
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