

AURORA UNIVERSITY

BEHAVIORAL INTERVENTION TEAM

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Revised November 7, 2016

Aurora University

Behavioral Intervention Team (BIT)

Overview

Aurora University is committed to providing a safe and secure learning environment that is conducive for students to develop to their fullest potential. It is incumbent upon all members of our community --- students, faculty, staff, and administrators --- to assist the University in maintaining this commitment.

Aurora University cares about its students' success, not only academically, but emotionally and physically. Because of our commitment, we provide services across campus that respond to our students' unique needs. In an effort to proactively identify those students who are exhibiting behaviors of significant concern, Aurora University has created a team of professionals from across campus. The Behavioral Intervention Team is committed to a caring, confidential program of identification, intervention and response in order to provide our students with the greatest chance of success and to protect the safety of our community.

Mission

The mission of the Behavior Intervention Team (BIT) is to:

- Provide a systematic response to students whose behavior may be: (a) dangerous or disruptive to themselves or other members of the University community; or (b) in serious violation of Aurora University's Student Code of Conduct.
- Assist in protecting the health, safety, and welfare of the students and other members of the Aurora University community.

Team Composition

The BIT for the Aurora University campus is chaired by the Vice President for Student Life. Other members of the team include:

Assistant Vice President for Student Life Dean of Student Life

Director of the Counseling Center Director of Campus Public Safety

Director of Residence Life

The BIT for the George Williams College campus is chaired by the Dean of Academic and Student Life. Other members of the team include:

Assistant Dean of Students/Director of Student Success- GWC

Director of CPS – Aurora Campus

Assistant Vice President for Student Life – Aurora Campus

Team Purpose and Responsibilities

The purpose of the Behavioral Intervention Team is to:

- Receive reports of troubling student behavior
- Strive to understand a troubled student's life by gathering information from team members and other available resources
- Evaluate the facts to determine whether a student poses a risk of harm or is in need of additional assistance
- Recommend an intervention that connects the student to beneficial resources or de-escalates the threat posed, or both.

Specifically, the charge for this team is to:

- Assess situations involving a student who: poses a potential risk of harm to self, other persons, or property in the University community; is disruptive to University activities; or whose conduct seriously violates University standards or policies.
- Consult with administration, faculty, staff, and other students affected by the behaviors of a disruptive student in order to gather and assess information.
- Coordinate the University's response to a violent, threatening, or significantly disruptive student.
- Develop a specific strategy to manage the threatening or disruptive behavior of a student with regard to the safety and rights of others and to minimize the threat and/or disruption to the University community.
- Identify resources for disturbed, disturbing, or significantly troubled students and make referrals to appropriate campus and/or off-campus resources.
- Make recommendations to the Vice President for Student Life (Aurora) or Dean of Academic and Student Life (GWC) on appropriate action consistent with

University policy and procedure statements and with applicable state and federal law.

Reporting Incidents to the Behavioral Intervention Team

Student Behavior Involving an Immediate Threat

For the Aurora campus, in cases where an imminent risk of violence to self or others exists or where safety is of immediate concern, the Department of Campus Public Safety should be contacted at **630-844-5450 or x555** (if calling from on campus). If Campus Public Safety is not available, a call to 911 should be placed.

For the GWC campus, in cases where an imminent risk of violence to self or others exists or where safety is of immediate concern, a call to 9-911 should be placed. After calling 911, please follow up by calling 262-245-8509 and by contacting the Dean of Academic and Student Life.

Some examples of situations where the police should be contacted immediately:

- A student has access to weapons and is threatening to use them.
- A student is attempting suicide.
- A student otherwise indicates that he or she intends to do harm to self or others.

Student Behavior of Concern

Where the safety risk or threat of violence is not immediate, concerns about disturbed or disturbing behavior may be reported via the “Report It!” form, available on the Aurora University intranet. Reports will be forwarded to the appropriate individuals for response and intervention.

If you do not believe the student is an imminent threat, you should still report a student’s behavior that is:

- Extremely unusual.
- Troubling or concerning.
- Disruptive to your environment (classroom, office, or other).
- Causing discomfort to you or others.
- Potentially threatening in any way.

Some specific examples of behavior that should be reported to the Behavioral Intervention Team include (but are not limited to) any student who:

- Threatens or engages in violent behavior.
- Writes or verbalizes a direct threat to another person.
- Talks about suicide or homicide.
- Exhibits behavior indicating suicidal tendencies.
- Engages in self-injurious behavior.

- Repeatedly disrupts class and refuses to stop.
- Is asked to leave the classroom pursuant to the Classroom Conduct Policy.
- Reflects seriously disturbing thoughts in written assignment, class discussion, or other communication.
- Exhibits behavior that seems bizarre or out of touch with reality.
- Displays anger, hostility or other negative emotions inappropriately, is overly aggressive, seems depressed, or displays persistent sadness or unexplained crying.
- Has impaired speech and/or disjointed thoughts.
- Has been out of contact with friends, family, and/or staff for an unusually long period of time or who may be missing.

Faculty, staff, and students should immediately report to the Behavioral Intervention Team any situation that could possibly result in harm to anyone at the University and/or may materially disrupt the University community. If a faculty or staff member becomes aware of a student's suicidal ideation and behaviors or of student behavior that is materially disrupting the University community, then the faculty or staff member must immediately report that information to the BIT.

In addition, any member of the campus community may become aware of a troubling person or situation that is causing serious anxiety, stress, or fear and, if so, this information should be forwarded to the Behavioral Intervention Team. Any actionable information received via e-mails, list serves, blogs, Moodle postings, and social on-line networking sources (e.g., Facebook or Twitter) also requires reporting.

NOTE: Faculty or staff members should NEVER make a promise of confidentiality to a student reporting problems or providing information. All information and reports will be handled by the BIT in a confidential manner with information released only on a need-to-know basis.

Procedure

All meetings of the Aurora campus BIT will be chaired by the Vice President for Student Life or his/her designee. In the event that the Vice President for Student Life or his/her designee is unavailable to chair a meeting, the meeting will be chaired by the Assistant Vice President. At GWC, the meetings will be chaired by the Dean of Academic and Student Life or his or her designee. In the event that the Vice President/CAO or his/her designee is unavailable to chair a meeting, the meeting will be chaired by the Assistant Dean of Students/Director of Student Success.

Members of the BIT will meet regularly and will consider each report received on a case-by-case basis. In cases of time-sensitive high-risk situations, a special team meeting may be called by any member. In emergency situations the BIT will refer the case to Campus Public Safety or other emergency responders. In non-emergency situations, the BIT will use guidelines established by the National Behavior Intervention Team Association to assess the situation and determine if the student poses a threat or needs an intervention.

Response/Outcome

The desired outcome for each reported incident is a recommended course of action to the Vice President for Student Life or Dean of Academic and Student Life at GWC based upon the nature of the incident, the Student Code of Conduct, and/or other appropriate document(s), and implementation of the course of action once it is approved.

Possible outcomes include but are not limited to:

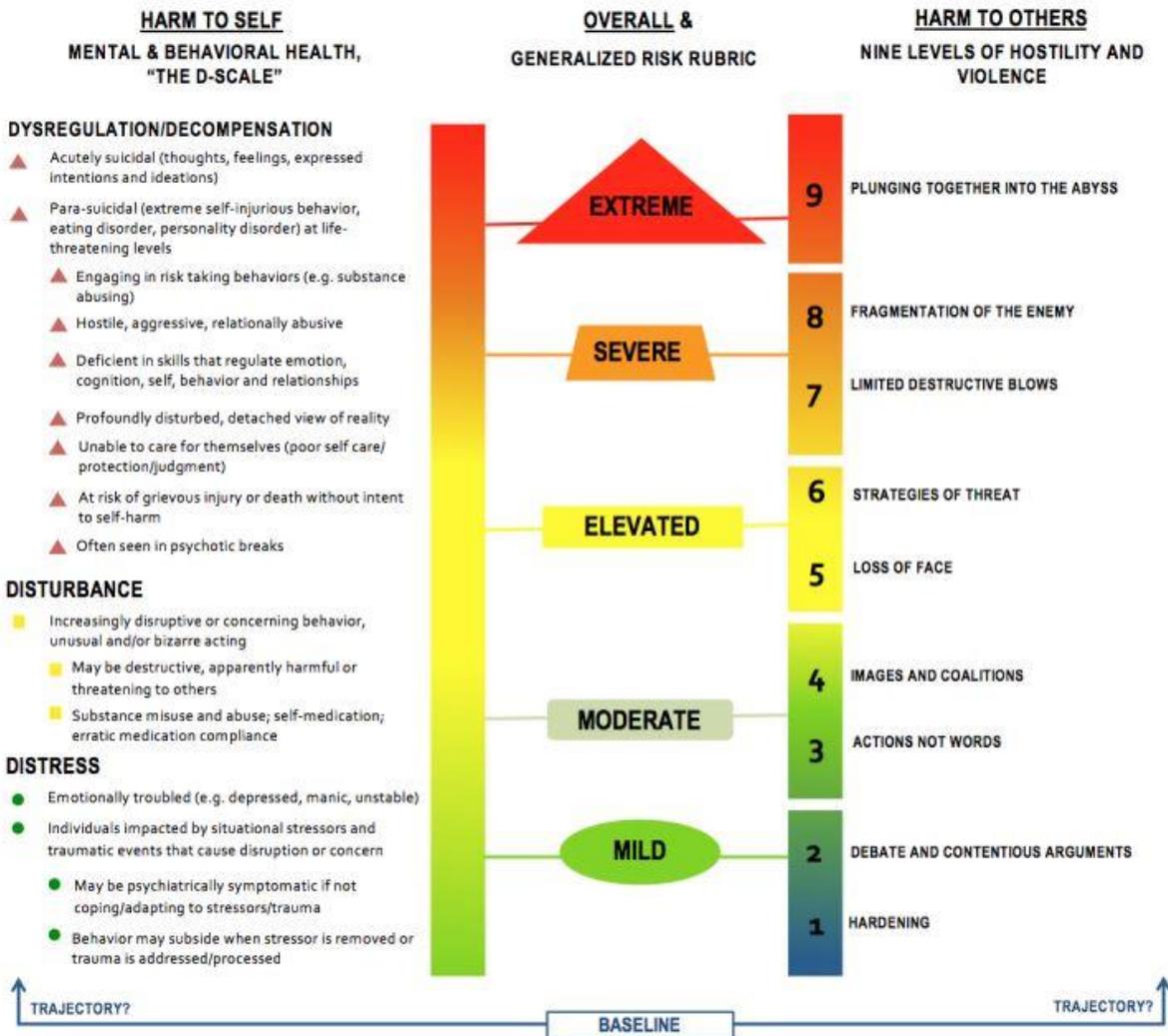
- Intervention by Student Life, potentially including mandated mental health or other assessments and/or notification of parents or guardians when permitted under applicable law.
- Referral of a student to the Counseling Center, Wellness Center, or other university office for assistance and education.
- Referral of a student for campus judicial action, potentially leading to suspension, expulsion, or other disciplinary action.
- Interim suspension of a student.
- Voluntary withdrawal by a student.
- Involuntary withdrawal of a student, in accordance with University policy on such action.
- Notification of law enforcement by Campus Public Safety, as a public safety measure and/or to initiate a criminal complaint, when appropriate.

Once notified by the BIT that a mandatory mental health assessment is required, a student may appeal the accuracy of the initial report to the BIT, in writing, within five business days after notification. If the BIT determines after this appeal that the professional assessment is still required, its decision is final. A student who wishes to appeal any other decision of the BIT may submit a written appeal to the Vice President for Student Life within five business days of the decision being appealed. The decision of the Vice President for Student Life is final.

A student who is permitted to continue at the University will be required to adhere to the recommendations of the assessing mental health professional(s), as well as those imposed by the Vice President for Student Life or designee. Students who fail to comply with the required assessment and/or to follow the recommendations from the assessment may be referred to the University's student conduct system and may summarily be removed from the University for "Failure to Comply" pursuant to University policy.

NaBITA Threat Assessment Tool

NaBITA THREAT ASSESSMENT TOOL



CLASSIFYING RISK	INTERVENTION TOOLS TO ADDRESS RISK AS CLASSIFIED
<p>MILD RISK</p> <ul style="list-style-type: none"> • Disruptive or concerning behavior • May or may not show signs of distress • No threat made or present 	<p>MILD RISK</p> <ul style="list-style-type: none"> ▪ Meeting/soft referral by reporter ▪ Behavioral contract or treatment plan with student or employee (if at all, only for low-level concerns) ▪ Student conduct or HR response ▪ Evaluate for disability services and/or medical referral ▪ Conflict management, mediation, problem-solving
<p>MODERATE RISK</p> <ul style="list-style-type: none"> • More involved or repeated disruption. Behavior more concerning. Likely distressed or low-level disturbance • Possible threat made or perceived • Threat is vague and indirect • Information about threat or threat itself is inconsistent, implausible or lacks detail • Threat lacks realism • Content of threat suggests threatener is unlikely to carry it out 	<p>MODERATE RISK</p> <ul style="list-style-type: none"> ▪ Meeting/soft referral by reporter ▪ Behavioral contract or treatment plan with student (if at all, only for low-level concerns) ▪ Student conduct or HR response ▪ Evaluate for disability services and/or medical referral ▪ Conflict management, mediation (not if physical/violent), problem-solving
<p>ELEVATED RISK</p> <ul style="list-style-type: none"> • Seriously disruptive incident(s) • Exhibiting clear distress, more likely disturbance • Threat made or present • Threat is vague and indirect, but may be repeated or shared with multiple reporters • Information about threat or threat itself is inconsistent, implausible or lacks detail • Threat lacks realism, or is repeated with variations • Content of threat suggests threatener is unlikely to carry it out 	<p>ELEVATED RISK</p> <ul style="list-style-type: none"> ▪ Meeting/mandated referral by reporter ▪ Evaluate parental/guardian notification ▪ Obtain and assess medical/educational and other records ▪ Consider interim suspension if applicable ▪ Evaluate for disability services and/or medical referral ▪ Consider referral or mandated assessment ▪ SIVRA-35 or other violence risk assessment
<p>SEVERE RISK</p> <ul style="list-style-type: none"> • Disturbed or advancing to dysregulation • Threat made or present • Threat is vague, but direct, or specific but indirect • Likely to be repeated or shared with multiple reporters • Information about threat or threat itself is consistent, plausible or includes increasing detail of a plan (time, place, etc.) • Threat likely to be repeated with consistency (may try to convince listener they are serious) • Content of threat suggests threatener may carry it out. 	<p>SEVERE RISK</p> <ul style="list-style-type: none"> ▪ Possible confrontation by reporter ▪ Parental/guardian notification obligatory unless contraindicated ▪ Evaluate emergency notification to others (FERPA/HIPAA/Clery) ▪ No behavioral contracts ▪ Recommend interim suspension or paid/unpaid leave ▪ Possible liaison with local police to compare red flags ▪ Deploy mandated assessment ▪ Evaluate for medical/psychological transport ▪ Evaluate for custodial hold ▪ Consider voluntary/involuntary medical withdrawal • Direct threat eligible ▪ Law enforcement response ▪ Consider eligibility for involuntary commitment ▪ SIVRA-35 or other violence risk assessment
<p>EXTREME RISK</p> <ul style="list-style-type: none"> • Dysregulated (way off baseline) or medically disabled • Threat made or present • Threat is concrete (specific or direct) • Likely to be repeated or shared with multiple reporters • Information about threat or threat itself is consistent, plausible or includes specific detail of a plan (time, place, etc.), often with steps already taken • Threat may be repeated with consistency • Content of threat suggests threatener will carry it out (reference to weapons, means, target) 	<p>EXTREME RISK</p> <ul style="list-style-type: none"> ▪ Possible confrontation by reporter ▪ Parental/guardian notification obligatory unless contraindicated ▪ Evaluate emergency notification to others ▪ No behavioral contracts ▪ Interim suspension or paid/unpaid leave if applicable ▪ Possible liaison with local police to compare red flags ▪ Too serious for mandated assessment ▪ Evaluate for medical/psychological transport ▪ Evaluate for custodial hold ▪ Initiate voluntary/involuntary medical withdrawal ▪ Law enforcement response ▪ Consider eligibility for involuntary commitment