

SOUTHWEST TENNESSEE COMMUNITY COLLEGE

**SUBJECT: Behavioral Intervention Team (BIT)/
Behavioral Evaluation and Threat Assessment Group (BETA)**

EFFECTIVE DATE: December 21, 2020

Purpose

Southwest Tennessee Community College (“Southwest” or “the College”) seeks to maintain a safe educational and working environment for students and employees by maintaining a campus Behavioral Intervention Team (“BIT”), more commonly known at Southwest as the Behavioral Evaluation and Threat Assessment Group (“BETA”). The group is authorized and equipped to assess, intervene in and monitor potentially disruptive student and employee behavior.

Policy

- I. The intention is for the BIT to provide caring, preventive early intervention with students and employees whose behavior is disruptive or concerning and additionally to consult with faculty, staff, and students reporting behaviors of concern.
 - A. The BIT is a tool to assist in providing a safe academic environment for faculty, staff, and students.
 - B. It is not punitive and is not a disciplinary board, but rather serves as the central point of contact for threat assessments involving students and employees.
 - C. The BIT is charged with developing comprehensive fact-based assessments of students and employees who may present a threat to the College as well as its employees, students and visitors; and shall be empowered to take timely and appropriate action, consistent with the College’s policies and applicable law.
 - D. At the President’s discretion, the BIT may include representatives from Southwest’s Campus Police Services, Student Affairs, Academic Affairs, Human Resources, medical, psychological and counseling professionals, as well as other employees.
 - E. The BIT may be advised by TBR’s General Counsel or the College’s legal counsel.
 - F. The group shall meet, at a minimum, once per semester and thereafter as needed.
 - G. The BIT may assess and address potential risks and threats posed by individuals who are not students or employee.
 - H. It functions as the College’s threat assessment team.

II. Identifying and Reporting Risks

- A. All individuals are encouraged to be alert to the possibility of campus disruptions, particularly acts of violence.
- B. Employees and students shall place safety as their highest concern and shall report all acts and threats of violence.
 - 1. All reports will be handled in a confidential manner, with information released only on a need-to-know basis within the campus community and in accordance with federal and state laws and regulations.
 - 2. This policy strictly prohibits retaliation against any person who, in good faith, reports acts or threats of violence pursuant to this or any other applicable law or policy.
 - 3. 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. Reporting Procedures

- 1. A report, anonymous or otherwise, may be submitted to the BIT using the form at the following link:
https://cm.maxient.com/reportingform.php?SouthwestTNCC&layout_id=3

III. Confidentiality of Records

- A. 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 others, 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).
- B. Confidentiality of information and records considered by the BIT shall be maintained in accordance with all applicable federal and state laws and TBR and College policies.

IV. Training

- A. All members of Southwest's BIT shall attend relevant training at least on an annual basis.
 - 1. Such training shall include information regarding the role of BIT on campus, reporting procedures, confidentiality requirements, policies and laws regarding

student discipline, due process, the Americans with Disabilities Act, and the College's threat assessment model.

Responsible

Source of Policy: _____

Related Policy: _____

Approved:  _____

President

Administrator: VP of Student Affairs

TBR Policy Reference: 7.02.00.00

TBR Guideline Reference: _____

Date: December 21, 2020