

SOUTHWEST TENNESSEE COMMUNITY COLLEGE

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

EFFECTIVE DATE: December 21, 2020; Revised September 1, 2026

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 Evaluation and Threat Assessment Team (BETA Team) that is authorized and equipped to assess, intervene in, and monitor potentially disruptive or concerning student and employee behavior.

Policy

The BETA Team is authorized and equipped to assess, intervene in, and monitor potentially disruptive student and employee behavior.

- I. The intention is for the BETA Team 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 BETA Team 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. The BETA Team will include appropriate representatives from various areas of the College including student centered areas, Police Services, People and Culture (HR), Disability or Accessibility Services, Emergency Management, Information Technology, Communications, and other College offices.
 - E. The BETA Team may be advised by TBR's General Counsel.
 - F. The BETA Team shall meet regularly during academic terms and as needed to respond to reports, assess cases, monitor interventions, and review open matters.

G. The BETA Team may assess and address potential risks and threats posed by individuals who are not students or employees.

H. It functions as the College's threat assessment team.

I. The BETA Team will use an established behavioral threat assessment and management process that supports consistent information gathering, fact-based assessment, intervention planning, documentation, monitoring, and case closure.

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 BETA Team using this [link](#).
2. Reports may also be made to Campus Police Services or another appropriate College office. If there is an immediate danger or emergency, individuals should contact 911 and Campus Police Services rather than rely solely on the online form.
3. The leader of the BETA Team will periodically verify that reporting links, telephone numbers, responsible offices, and related web instructions remain current and accessible.

III. Assessment, Intervention, and Case Management

A. The BETA Team may gather and review information reasonably related to the reported concern; consult appropriate College personnel or external professionals; develop risk-

management and support strategies; assign follow-up responsibilities; monitor the matter; and document the basis for closing or transferring a case.

- B. BETA Team recommendations and interventions must be individualized, proportionate to the available information, and consistent with applicable College policies and law.
- C. The BETA Team does not replace emergency response, law enforcement, employee discipline, student conduct, disability accommodation, or other established College processes.
- D. When appropriate, the BETA Team will coordinate with the office responsible for the applicable disciplinary, academic, employment, safety, disability, or support process while limiting disclosure to information necessary for that process.

IV. Confidentiality of Records

- A. BETA Team members may provide each other with information about a student being monitored by the BETA Team 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 BETA Team shall be maintained in accordance with all applicable federal and state laws and TBR and College policies.
- C. BETA Team records will be maintained in a College-approved secure system with access limited to authorized individuals. Records will be retained and disposed of in accordance with applicable records-retention requirements, legal holds, and College policy.
- D. Team members must safeguard information obtained through Team service and may not use or disclose that information for purposes unrelated to their assigned responsibilities.

V. Training

- A. All members of Southwest's BETA Team shall attend relevant training at least on an annual basis. Such training shall include information regarding the role of the BETA Team 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.
- B. Training should also address behavioral threat assessment and management, documentation, information sharing, bias awareness, privacy, emergency coordination, and available campus and community resources.

- C. The leader of the BETA Team will periodically review its membership, procedures, reporting mechanisms, training, and case-management practices and recommend updates as appropriate.

Source of Policy: _____

Responsible

Administrator: EVP of ASSO

TBR Policy Reference: 7.02.00.00

Related Policy: _____

TBR Guideline Reference: _____

Approved: _____



President

Date: September 1, 2026