

## *Policy Statement*

The Terra State Community College (TSCC) Behavioral Intervention Team (BIT) is comprised of specific faculty, staff, and administrative members and has been developed to promote a safe environment for the campus community that is focused on enhancing student learning and student development.

## *Policy Details*

The Behavioral Intervention Team seeks to increase communication, collaboration, and coordination regarding behavior that raises concerns or disrupts the College learning environment. The BIT enhances campus safety and promotes success by providing a centralized listening and response function regarding concerning behavior. This includes providing resources and support to those dealing with the situations as they emerge, tracking and assessing incidents and patterns of incidents, responding to the individuals involved along BIT guidelines, and documenting.

All College employees (with limited exceptions), including faculty, administrators, staff, and residence advisors, are identified as mandated reporters and must report any incidents of possible sexual harassment, sex discrimination, or sexual violence in which they are aware. (Please see "Procedures" for reporting details)

Individuals are allowed to make anonymous reports; however, if a name is not provided, it may hamper the team's ability to seek follow up information that may be critical in determining an appropriate course of action. If a name is provided the team may provide feedback regarding actions taken.

The Behavioral Intervention Team is a multidisciplinary team that meets regularly to serve five major functions for the College:

1. Provide consultation and support to members of the College community in assisting individuals who display concerning or disruptive behaviors.
2. Respond to reports, gather information to assess situations involving individuals who display concerning or disruptive behaviors; engage reported individuals in a process aimed at correcting the disturbing behavior.
3. Recommend appropriate intervention strategies or disciplinary sanctions.
4. Connect individuals with needed campus and community resources.
5. Monitor ongoing behavior of individuals who have displayed disruptive or concerning behavior.

In any situation involving reporting, privacy concerns emerge. Privacy is a high priority of the BIT. Records and proceedings of the BIT are kept confidential and shared only on a "need to know" basis in a manner that is consistent with Family Educational Rights and Privacy Act (FERPA) and College policy and procedures. While every effort will be made to protect privacy of both the reporting individual and person of concern, situations that potentially involve danger or harm require that action be taken to protect those at risk.

## *Procedures*

Examples of what to report (but are not limited to):

- Rudeness or insubordination
- Classroom disruption
- Drunkenness or under the influence of drugs
- Threatening words or actions
- Communications that convey clear intentions to harm self or others
- Hazing
- Flat affect (emotionless)
- Overdose
- Illegal activity
- Self-injurious behavior
- Social media postings that are direct and explicit
- Suicidal threats, gestures, ideation, or attempts
- Paranoia or delusional behavior
- Acts motivated by hatred or discrimination

### **Title IX Disclaimer**

The following sexual misconduct incidents may also be reported to the Title IX Office at [Report a concern](#):  
Examples of sexual acts motivated by hatred or discrimination include but are not limited to:

- Stalking
- Intimate Partner Violence

More information regarding the Title IX Policy can be found at  
[https://www.terra.edu/about\\_us/institutional\\_policies/title\\_ix\\_office.php](https://www.terra.edu/about_us/institutional_policies/title_ix_office.php)

**All College employees (with limited exceptions), including faculty, administrators, staff, and residence advisors, are identified as mandated reporters and must report any incidents of possible sexual harassment, sex discrimination, or sexual violence in which they are aware.**

### **The following are ways to report an incident to the BIT:**

- Fill out the [Student of Concern](#) page
  - Go to [Report a concern](#) page on terra.edu
  - Scroll down to Student of Concern.
  - Click the "Report a student of concern" and fill out boxes completely.
  - The BIT team will reach out once the report has been viewed in one to two days

- If you do not know the identity of the student OR if you are not a TSCC Faculty, Staff, or Administrative member, you may either fill out the form or call the Director of Campus Safety and Security at 419-559-2389.
- Concerns are reviewed during normal business hours, unless deemed an emergency and/or high risk. If your concern involves an immediate safety risk to self or others, call 911 immediately and then TSCC Campus Safety & Security at 419-559-2253

**All members of the College community are encouraged to contact BIT with concerns regarding behavior that they observe. Please visit the [Report a Concern](#) page.**

*Resources*

More information regarding BIT can be found at:

[https://www.terra.edu/life\\_at\\_terra\\_state/student\\_services/campus\\_safety\\_and\\_security/tscc\\_bit\\_information.php](https://www.terra.edu/life_at_terra_state/student_services/campus_safety_and_security/tscc_bit_information.php)

For a list of BIT members: <http://catalog.terra.edu/index.php>

Definitions

**Term Definition**

<i>BIT</i>	Behavioral Intervention Team
<i>NABITA</i>	National Association for Behavioral Intervention and Threat Assessment
<i>Mandated Reporter</i>	An employee of the College who is obligated by this procedure to immediately share knowledge, notice, and/or reports of sexual misconduct and/or retaliation with the Title IX Coordinator. This includes the President, Vice Presidents, officers within the Department of Campus Safety, all Deans, Chairs, Directors, Department Heads, Student Organization Advisors, Academic Advisors, Career and Transfer Advisors, Advocates, admissions staff, human resources staff, and Athletic Coaches. All mandated reporters must promptly share all details under these procedures with which they observe or have knowledge.
<i>Flat Affect</i>	Flat affect is a condition that causes people to not express emotions in the same way other people might. For example, when a person without flat affect is happy, they may smile brightly or in some other way show that they're pleased. A person with flat affect shows no facial expressions
<i>FERPA</i>	Family Educational Rights and Privacy Act of 1974. Federal law governing access to records maintained by educational institutions and the release of information from those records. FERPA requires the institution to send a notice to enrolled students annually.

Approval History

<i>Date</i>	Policy/Procedure or Entire Document	Notes (Types of Actions)	**Approved by
10/15/2012	Entire Document	Created	Elizabeth Sable/ Heath Martin/Jeffery Huffman
11/17/2022	Entire Document	Revision and Updated	Acacia Hull
1/19/2023	Policy	Approved by CASA with Edits	William Taylor – CASA Co-Chair
1/3/2024	Policy & Procedure	Reviewed. Ways to Reporting updated	Acacia Hull
1/6/2024	Entire Document	Hyperlinks updated	Director of Campus Safety and Security

\*\*Full name of CASA Committee Chair, signatory, or designee

**Effective Date:** 1/19/2023

**Next Review Date:** 1/10/2026