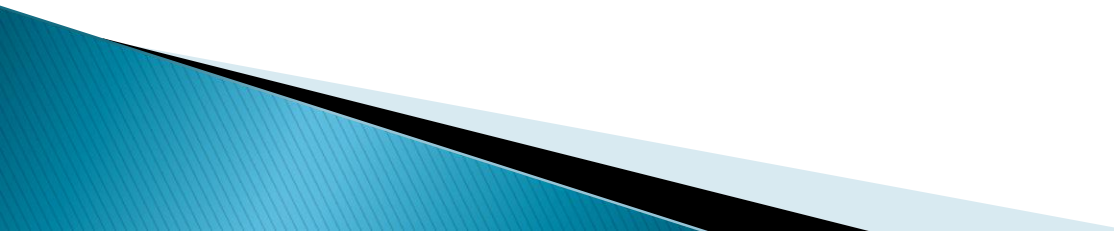


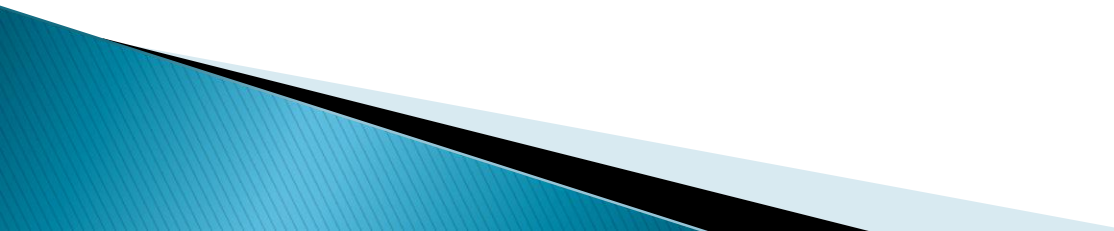
Behavioral Intervention Teams: Being Proactive to Curb Violence on Campus

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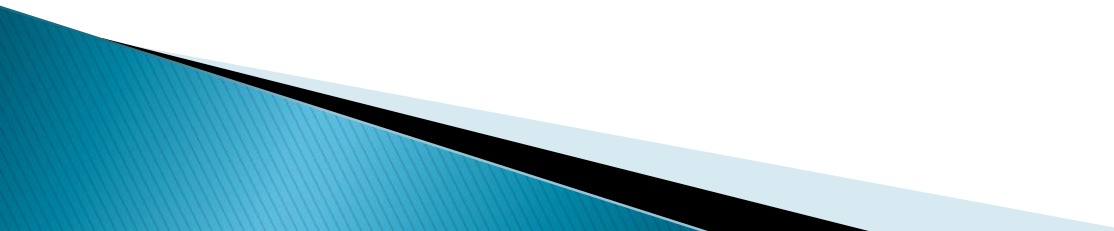
What is a BIT?

- ▶ Multi-disciplinary
 - ▶ Meets regularly
 - ▶ Support students, staff, faculty
 - ▶ Established protocol
 - ▶ Tracks “Red Flags” over time
 - ▶ Conducts investigations
 - ▶ Performs threat assessment
 - ▶ Develops recommendations
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Mission

- ▶ Review Behavioral Incidents
 - ▶ Coordinate the Resources
 - ▶ Assist in Protecting Health & Safety
 - ▶ Support Student Success
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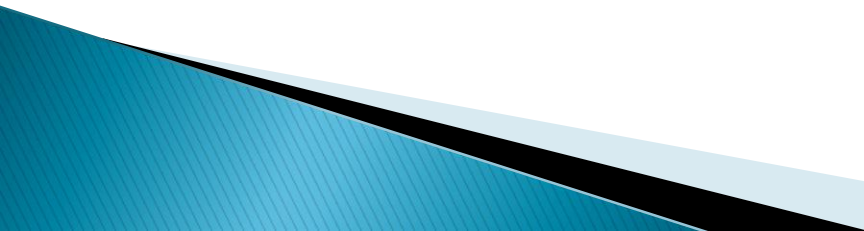
Scope

- ▶ Central clearinghouse to coordinate responses to student behaviors of concern
 - ▶ Ensuring policies and procedures are upheld and properly administered
 - ▶ Balances the needs of the “behaviorally at risk” students with the safety and security of the larger campus community
- 


Behavioral Intervention Threat Assessment Tool

- ▶ Developed a multidisciplinary threat assessment tool
- ▶ The tool includes measures for:
 - **Generalized Risk** (harm to facilities, reputation, finances, etc.)
 - **Mental and Behavioral Health–related Risk** (harm to self)
 - **Aggression** (harm to others)

Generalized Risk

- ▶ **Mild Risk** – disruptive or concerning behavior
 - ▶ **Moderate Risk** – repeated disruption
 - ▶ **Elevated Risk** – seriously disruptive incidents
 - ▶ **Severe Risk** – disturbed or advancing to dysregulation
 - ▶ **Extreme Risk** – dysregulated or medically disabled
- 

Measures of Mental Health–Related Risk = The “D” Scale

- ▶ **Distress** – emotionally troubled
 - ▶ **Disturbance** – increasingly behaviorally disruptive; unusual or bizarre behavior
 - ▶ **Dysregulation** – suicidal, parasuicidal, engaging in risk–taking behaviors, hostile, aggressive, abusive
 - ▶ **Medical Disability** – profoundly disturbed, detached view of reality, unable to care for themselves
- 

Measuring Aggression

▶ Trigger Phase

▶ Escalation Phase

- Hardening, Harmful Debate, Illustrating Intent through Actions vs. Words (intent prior to conflict)
- Image Destruction, Force Loss of Face (covert conflict)
- Threat Strategies (overt conflict)

▶ Crisis Phase

- Destructive Blows, Win/Lose Attack
- Lose/Lose Attack

NaBITA THREAT ASSESSMENT TOOL

MENTAL & BEHAVIORAL HEALTH, "THE D-SCALE"

DYSREGULATION/MEDICALLY DISABLED*

- ▲ Suicidal
- ▲ Para-suicidal (extreme cutting, eating disorders)
- ▲ Individuals engaging in risk taking behaviors (e.g. substance abusing)
- ▲ Hostile, aggressive, relationally abusive
- ▲ Individuals deficient in skills that regulate emotion, cognition, self, behavior and relationships

DISTURBANCE

- Behaviorally disruptive, unusual and/or bizarre acting
- Destructive, apparently harmful to others
- Substance abusing

DISTRESS

- ◆ Emotionally troubled
- ◆ Individuals impacted by situational stressors and traumatic events
- ◆ May be psychiatrically symptomatic

GENERALIZED RISK

EXTREME

SEVERE

ELEVATED

MODERATE

MILD

NINE LEVELS OF AGGRESSION

9

LOSE/LOSE ATTACK

8

WIN/LOSE ATTACK

7

LIMITED DESTRUCTIVE BLOWS

6

THREAT STRATEGIES

5

FORCED LOSS OF FACE

4

IMAGE DESTRUCTION

3

ACTIONS VS. WORDS

2

HARMFUL DEBATE

1

HARDENING

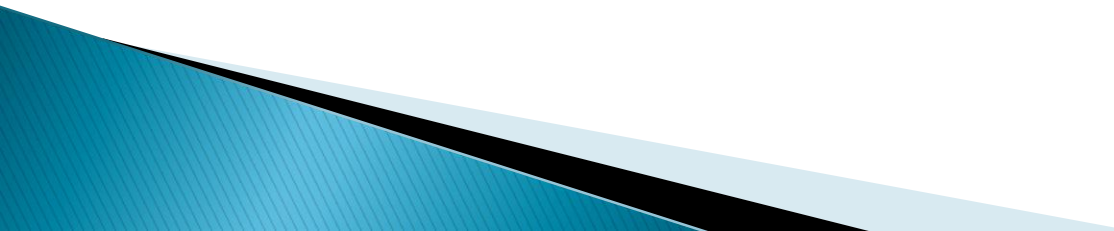
CRISIS PHASE

ESCALATION PHASE

TRIGGER PHASE

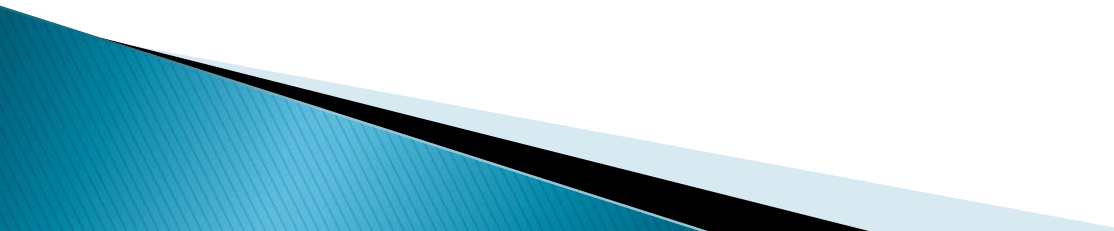
*Medically Disabled (in a clinical term, as in a psychotic break). It is not the same as "Disabled" under federal law.

BIT Process Summary

- ▶ Receives reports of disruptive, problematic, or concerning behavior or misconduct
 - ▶ Conducts an investigation
 - ▶ Performs a threat assessment
 - ▶ Determines the best mechanisms for support, intervention, warning/notification, and response
 - ▶ Deploys resources
 - ▶ Coordinates follow-up
- 

The goal is to enhance early intervention, foster thoughtful and timely response, and avert tragedy.

Resources

- ▶ National Behavioral Intervention Team Association (NaBITA) = www.nabita.org
 - ▶ National Center for Higher Education Risk Management (NCHERM) = www.ncherp.org
 - ▶ Center for Aggression Management = www.aggressionmanagement.com
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Thank You!

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