



## **BEHAVIORAL INTERVENTION TEAM**

### **INTRODUCTION**

The purpose of this policy is to establish a College-wide team responsible for addressing behaviors that alarm or concern others, and have been brought to the attention of College officials. Actions of the Behavioral Intervention Team are not intended to be adversarial or punitive. The Team will review, gather facts as necessary, plan an intervention course of action when appropriate, and monitor the continued risk of the person of behavioral concern.

The Team also is responsible for establishing related protocols and procedures for all members of the College community as well as proactive measures to assist in the implementation of the Team's mission.

The Team shall not replace professional mental health counseling, medical treatment, or prompt police intervention, where professional intervention is warranted.

### **DEFINITION**

Behavioral Intervention Team: For purposes of this policy, the College Behavioral Intervention Team (BIT) is the "Threat Assessment Team" as outlined in the Campus Security Enhancement Act.

Campus Security Enhancement Act: The Campus Security Act of 2008 refers to 110 ILCS 12/ as enacted on January 1, 2009, and as amended.

### **POLICY**

The safety and security of the students, faculty, staff, and visitors of the College is of premier importance to Heartland Community College. As required in the Campus Security Enhancement Act, a Threat Assessment Team for all institutions of higher education in Illinois is required. Therefore and effective immediately, the College BIT is the College Threat Assessment Team as outlined in the Campus Security Enhancement Act of 2008.

Heartland Community College has a varied and diverse constituency with a wide variety of backgrounds and experiences. Given this population, the potential exists for persons to exhibit

behaviors which may pose a threat, alarm or disturbance to others on any of the three College campuses. Additionally and where possible, the College strives to provide assistance to these persons by utilizing both campus and off-campus resources.

The BIT shall be responsible for receiving notification of persons of concern, conducting potential violence assessments, addressing aberrant, dangerous, or threatening behavior on campus, and providing guidance and best practices for preventing violence and providing supportive services to the College community.

The BIT also shall be responsible for collecting informational reports, compiling additional information, as necessary, making recommendations to the President, and pursuing follow-up information on persons of concern to ensure situation specific response action plans are available and ready for use as the need arises.

The BIT shall be for on-campus persons of concern and campus victims, whether the person is a student, visitor, faculty, or staff.

The BIT shall assess and, when appropriate, facilitate comprehensive services for victims of targeted violence as well as the on-campus person of concern.

The Coordinator of the BIT shall be the Safety and Emergency Services Analyst.

All members of the College community are hereby required to cooperate with requests from the BIT relative to receiving information on persons of concern, conducting investigations, and successfully monitoring any threatening behavior or persons of concern.

Members of the BIT shall undergo appropriate, periodic training, as necessary.

Members of the BIT shall meet quarterly and as the need arises to comply with the requirements of its mission.

The BIT shall formulate requirements for protecting the privacy of persons providing information to the Team as well as the privacy of the person who is the subject of concern.

## **MEMBERSHIP**

Membership on the BIT shall consist of the following three basic components:

**Core Team** will be a limited number of Team members who meet immediately upon the notification of a person of concern. The Core Team will do the initial assessment based on the information available and determine the immediate course of action. That determination can be either (1) take no action, (2) make a referral to the larger BIT, or (3) immediate intervention is needed by the campus personnel, or local police or mental health agencies.

The Core Team will consist of the Director of Counseling, the Executive Director of Facilities, the Coordinator of Safety and Security Services , and the Safety and Emergency Services Analyst.

**College Team** will be a larger more diverse group whose composition will vary depending on the nature of the concern. The College Team will be responsible for further follow-up or investigation, developing a plan of action based on the information available, implementing the plan of action once approved, and monitoring the case to evaluate if the plan of action is being followed and having any impact on the person of concern.

**Community Members** will include anyone from outside the College who may be able to provide services or support for the person of concern. Community members will include, but not be limited to, local police and mental health agencies.