

BEHAVIORAL THREAT AND INTERVENTION POLICY

In an effort to ensure the safety and well-being of all students and employees, the Board of Trustees of Brunswick Community College (BCC or the College) authorizes a Behavioral Threat and Intervention Team. The mission of the Behavioral Threat and Intervention Team is to determine if an individual poses a threat of violence to self, others, or the BCC community and when appropriate to intervene to decrease the threat. The team supports students, employees, visitors, as well as non-affiliated persons to increase safety and security at the College. Proactive intervention can address behavioral issues and promote academic success and safety through an appropriate and timely response.

The Behavioral Threat and Intervention Team (BTI) acts as an advisory group to the Vice President of Student Affairs. The BTI team focuses on identification of issues and intervention before a crisis arises. The BTI team is a resource for faculty, staff, and students by which they can report behaviors of concern. Examples of such instances include, but are not limited to: behavior which appears to be dangerous or threatening to oneself or others, troubling behavior, angry, hostile, or abusive behavior or other behavior that is escalating, inappropriate or disruptive. In some cases, there may be no clear violation of the BCC Student Code of Conduct, but the behavior may evoke alarm or concern among involved persons. If there is an immediate threat, contact 911 immediately.

The BTI team consists of a multi-disciplinary group of BCC administrators and staff who include the following standing members:

- **Vice President of Student Affairs (Chair)**
- **Executive Vice President and CAO**
- **Commanding Sergeant of the Brunswick County Sheriff's Office at BCC**
- **Licensed Counselor**

Additional members that can be called in as needed:

- **Curriculum Faculty Member**
- **Continuing Education/Economic Workforce Development Staff Member**
- **Director of Human Resources**
- **Student Title IX Coordinator**

At the discretion of the President or his/her designee, additional members to the Team may be appointed. If a conflict of interest or the appearance of a conflict of interest arises for any of the standing team members, a replacement will be appointed for that individual by the President or his/her designee.

Individuals deemed pertinent to the discussion, such as witnesses of the referred behavior, will be included in the scheduled conferences on an as needed basis. All discussions held by the BTI team are strictly confidential.

PROCEDURE

Team Role

The role of the BTI Team is to review the alleged behavior or violation and evaluate the behavior in light of the accumulated evidence. The Team will identify any additional information or investigation that is warranted. The BTI Team will provide appropriate recommendations to the Vice President of Student Affairs and to the President or his/her designee. The BTI Team will develop strategies to manage potentially harmful or disruptive behavior with regard to safety and rights of others and in order to minimize disruption to the College community.

The BTI Team is advisory in nature and does not conduct a disciplinary process or act in an adversarial manner. If disciplinary measures are a recommendation of the Team, that process is managed according to the BCC Student Code of Conduct Policy or the appropriate Human Resources Disciplinary Policies. If needed, the Team can make referrals or bring in other assisting agencies to help the person of concern.

Referral Process

Any member of the BCC campus community can make a referral to the BTI Team at any time. Referrals can be made to any member of the Team who will communicate the referral to the Chair, the Vice President for Student Affairs. A decision to call the Team in for discussion and review is made by the Chair or his/her designee. A written record of the called meeting(s) and all pertinent documents is maintained by the Chair.

Time Frame

Once a referral is made, the BTI Team reviews the information and determines degree of risk and next steps. The Team can recommend action be taken immediately, gather more facts, assemble a larger Team for investigation purposes, or deem no action is necessary.

If the situation does not require an immediate intervention or emergency action, the Team will try to conclude its investigation within 5 business days and make recommendation(s) to the President or his/her designee. The President or his/her designee, in consultation with the BTI Team, will make the final decision(s) on all actions to be taken by the College.

The BTI Team will meet as the need arises to address referrals or no less than twice per year for training purposes and review of processes.