

PHILLIPS COMMUNITY COLLEGE
ADMINISTRATIVE PROCEDURE

Administrative Procedure: 405.02

Subject: Behavioral Intervention Policy

Applicable Board Policy: 405

Date Adopted: 10/2022

Revised: 10/2022

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Phillips Community College of the University of Arkansas values all members of the campus community and strives to provide a safe educational environment for student development. In order to sustain an environment that promotes responsibility, a specific standard of behavior, respect, and cooperation among community members, PCCUA will provide a route of communication, assessment, intervention, and monitoring of concerning behaviors exhibited by members of the campus community.

Behavioral Intervention Team

The purpose of the Behavior Intervention Team is to assist in the development of strategies to address situations involving students whose behavior may be disruptive or harmful to the PCCUA campus community, including situations where the disruptive or harmful behavior may be a result of a mental, emotional or psychological health issue.

Functions:

1. Assesses situations involving a student whose behavior may be disruptive or harmful to the campus. In doing so, protects the rights of individuals involved who may go through the process.
2. Appropriate administration consults with faculty, staff and other students affected by the inappropriate behaviors of a disruptive student.
3. Coordinates a campus response to address the situation.
4. Makes a recommendation to the Vice Chancellor for Student Services about appropriate action consistent with PCCUA policy and procedure statements, and with state and federal law.

Membership:

The Behavior Intervention Team is composed of representatives from critical areas of the campus, including the Vice Chancellor for Student Services, Vice Chancellor for Academic Instruction, Vice Chancellor for Arkansas County, Campus Security, Director of Human Resources, Diversity and Inclusion Coordinator, Disability Coordinator, Academic Deans, and staff. The composition of the Behavior Intervention Team will fluctuate due to the nature of individual cases.

Reporting

Notification of incidents are to be made within 48 hours after the occurrence via an incident form found on Ridge Net. Documents should be given to the Vice Chancellor for Student Services. Please note that common classroom disruptions are not to be considered Behavioral Incidents, but only behaviors that

are consistent, elevated, and that present an ongoing threat to self or others. All reports of imminent harm to self or others shall be made to local law enforcement.

Administration, Faculty, staff, and students should report when the following behaviors are observed:

- Student is distressed.
- Student is disruptive in class.
- Frequent outbursts in and out of the classroom setting.
- Constantly blames others and refuses to take responsibility.
- Expresses unreasonable feelings of being persecuted by others.
- Student poses a threat to self and others.
- Identifies contingencies that would provide an act.
- Psychiatric disorder diagnosis.
- Gang membership.
- Apparent use of drugs or alcohol.
- History of stalking or following others.
- Auditory or Visual Hallucinations.
- Has disorganized speech.

Concerning Behavior

Behavior that indicates an apparent and non-transient inability to cope with the realities of their daily life.

Threat

Word(s), action(s), or behavior(s) indicating a potential for harm to self or others. A threat can be verbal or nonverbal, intentional or unintentional, and may be made against a specific person or general in nature.

Threatening Behavior

A verbal threat that creates an immediate sense of fear or intimidation for anyone observing the behavior or is involved in the incident.

Operations and Procedure

When an Incident Form has been turned into the Vice Chancellor for Student Services, he/she will contact the Behavioral Intervention Team (BIT) as soon as possible to deescalate or eliminate the issue. Once the team has been notified, then the members will follow the below mentioned process:

- Assess the situation by gathering information concerning the incident via interviews with all parties associated with the incident and interviews with identified protentional targets of inappropriate behavior. Acquired information is essential in planning intervention strategies.
- Identity specific behavior of concern and the context of the behavior.
- Assess danger to the campus, including the nature, duration and severity of any risk.
- Identify the presence of a pathway to violence.
- Review evidence of health issues, including mental health issues, as the potential cause of the behavior.
- Determine if the behavior warrants ongoing case monitoring or if the behavior rises to the level of a threat.
- Determine if reasonable accommodations will mitigate risk.

- Identify appropriate resources to assist in addressing the situation.
- Three weeks following assessment and team recommendation, the group will reconvene to evaluate the outcome of the situation.

Intervention Strategies:

If the BIT determines that intervention is necessary, the team will follow the intervention strategies noted below:

- Consider course accommodations to continue student persistence and retention.
- Consider banning student from facilities on campus.
- When it has been determined that the student behavior may be in violation of the PCCUA code of conduct, then the case is referred to the Vice Chancellor for Student Services for determination.
- Students displaying frequent Behavior issues and are determined to be a high risk for danger to self or others will be given a temporary removal from campus until the student is able to present documentation from physician citing their medical prognosis and clearance to return to campus. Once the removal of the student has taken place, the Vice Chancellor for Student Services would serve as the contact person for future communications concerning reentry to campus.
- Voluntary withdrawal from campus to manage issues.
- Monitoring student behavior activity via communication with faculty, staff, and students regarding student behavior.

Record Keeping:

The Behavioral Intervention Team would maintain a written summary of concerning or threatening behavior, information used to identify the threat, management activities conducted, and final decisions made by the BIT. All information will be held in the strictest confidence and will be maintained by the Vice Chancellor for Student Services.

Appeals:

A student who has been involuntarily removed from campus would have the opportunity to appeal the decision of the Behavioral Intervention Team through an appellate panel composed of senior level administrators. The student will be notified of the appeal process, in writing, and the appeal will have to be filed with the Vice Chancellor for Student Services within two (2) business days of the written decision of the Behavioral Intervention Team. The appeal panel would formulate a decision based on evidence received. This process ensures due process is provided to the student. The decision of the panel is the final decision.

Confidentiality:

FERPA does allow the release of student education records in accordance with health and safety emergencies when release is necessary to protect the health and safety of the student or other individuals.