

## **03-09-00 Behavioral Intervention Team**

### **PURPOSE**

To maintain a safe educational and working environment for students and employees by creating and maintaining a college behavioral intervention teams (BIT) authorized and equipped to assess, intervene, and monitor potentially disruptive student and employee behavior.

### **POLICY**

#### **I. Creation of Behavioral Intervention Team**

- A. As the designee of the president of Nashville State, the Vice President of Student Affairs and Enrollment Management shall appoint a Behavioral Intervention Team (BIT). The purpose of the BIT is to provide caring, preventive early intervention with students and employees whose behavior is disruptive or concerning and additionally to consult with faculty, staff, and students reporting behaviors of concern.
  1. The BIT is a tool to assist in providing a safe academic environment for faculty, staff, and students.
  2. The BIT is not punitive and is not a disciplinary board but rather serves as the central point of contact for threat assessments involving students and employees.
  3. The BIT shall be charged with developing comprehensive fact-based assessments of students and employees who may present a threat to the institution, its employees, students, and visitors and shall be empowered to take timely and appropriate action, consistent with TBR and Nashville State policy as well as applicable law.
  4. The BIT membership will include the Vice President of Student Affairs and Enrollment Management, Chief of Police, Director of Human Resources, Compliance and Diversity Officer, Associate Vice President of Student Affairs, Director of the Access Center, Student Resource Manager, and the Vice President of Academic Affairs.
  5. The BIT may be advised by the institution's legal counsel.
  6. The BIT shall meet, at a minimum, once per semester.

#### **II. Identifying and Reporting Risks**

- A. All individuals are encouraged to be alert to the possibility of campus disruptions, particularly acts of violence.

- B. Employees and students shall place safety as their highest concern and shall report all acts and threats of violence.
  - 1. All reports will be handled in a confidential manner, with information released only on a need-to-know basis within the campus community and in accordance with federal and state laws and regulations.
  - 2. This policy strictly prohibits retaliation against any person who, in good faith, reports acts or threats of violence pursuant to this or any other applicable law or policy.
  - 3. Every reasonable effort will be made to protect the safety and anonymity of anyone who comes forward with concerns about a threat or act of violence.
- C. Nashville State will create and publicize procedures for reporting incidents to the BIT anonymously.

### III. Confidentiality of Records

- A. BIT members may provide each other with information about a student being monitored by the BIT as is necessary to protect the health, safety, and privacy of the student or other persons and to generate a recommended course of action in accordance with applicable legal and professional standards of confidentiality, including the release of information pursuant to the Family Educational Rights and Privacy Act of 1974 (FERPA).
- B. Confidentiality of information and records considered by the BIT shall be maintained in accordance with all applicable federal and state laws and Tennessee Board of Regents and Nashville State policies.

### IV. Training

- A. All members of the BIT shall attend relevant training at least on an annual basis.
  - 1. Such training may include information regarding the role of the BIT on campus, reporting procedures, confidentiality requirements, policies and laws regarding student discipline, due process, and the Americans with Disabilities Act.

### SOURCES

- [T.C.A. § 49-8-203](#); All State and Federal Statutes, Acts, Codes, Rules and Regulations referenced in this policy; [TBR Policy 7.02.00.00 Behavioral Intervention Teams](#)

*Approved by NSCC Cabinet 12/13/21*