

# Behavioral Intervention and Threat Assessment

## Health, Safety, and Security – General

### CWU Policy 601-11

**Effective:** TBD

**Policy Review Date:** YEAR

**Policy Executive:** Vice President of Student Engagement & Success

**Responsible Office/Unit:** Student Engagement & Success

#### **Policy Statement:**

In support of Central Washington University's commitment to providing an environment of integrity, civility, and safety, the university employs a multi-disciplinary behavioral intervention approach to reviewing and responding to student behavioral concerns.

#### **Applicability:**

Behavioral Intervention Team (BIT) procedures serve to ensure that concerning student behaviors are met with early interventions, with additional consideration for systemic change as needed, as well as for referral of severe concerns to the Threat Assessment Team (TAT) for immediate review and higher-level intervention.

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#### **Content:**

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#### **(1) BIT (Behavioral Intervention Team) Mission/Purpose:**

- A. CWU's Behavioral Intervention Team (BIT) is a multidisciplinary team of professionals dedicated to a proactive and collaborative approach to the prevention, identification, assessment and management of challenges impacting student success.
- B. BIT provides coordinated support and resources to identified individual students, as well as to others impacted (living communities, classmates, clubs/organizations, faculty, families, partners, etc.).
- C. BIT aims to identify university-wide trends and determine plans for interventions and preventative strategies in order to embody the university culture of embracing holistic wellbeing.

#### **(2) Types of concerns referred to BIT:**

- A. Most student behavioral concerns reported to the university are initially reviewed and triaged by the Office of Case Management (OCM) and/or Housing & Residence Life (HRL).
- B. Reports including information about higher-risk concerns are assigned to a core responsive office and to the Behavioral Intervention Team (BIT) for weekly consultation and intervention plans.
- C. BIT provides a coordinated and collaborative response to address reported concerns and provide support to individual students and the CWU community.
- D. Typical case types include:
  - 1. Death of a Student.
  - 2. Alcohol/Other Drug (AOD) Overdose.
  - 3. Self-Harm.
  - 4. Student Hospitalization.
  - 5. Mental Illness.
  - 6. Medical Withdrawal.
  - 7. Grief/Loss.
  - 8. Basic Needs (housing, food insecurity, financial, etc.).
  - 9. Suicidal Ideation.
  - 10. Suicide Attempt.
  - 11. Interpersonal Violence.
  - 12. Collective Concerns (students with recurrent lower-level concerns and/or involvement with multiple BIT-represented departments).

### **(3) BIT Membership:**

- A. BIT membership evolves over time, based on ever-changing needs of the university community and by directive of the Vice President of Student Engagement & Success.
- B. BIT membership includes representatives from the following CWU departments:
  - 1. Office of Case Management.
  - 2. Office of Health Promotion.
  - 3. Student Counseling Services.
  - 4. Student Health Services.
  - 5. ~~Multicultural Center~~Diversity & Equity Center.
  - 6. University Police & Public Safety.
  - 7. Housing & Residence Life.
  - 8. Disability Services.
  - 9. Office of Student Rights & Responsibilities.
  - 10. Civil Rights & Compliance.
  - 11. Student Engagement & Success Executive Leadership Team.
- C. Ad-Hoc Membership Representatives (by invitation or referral request):
  - 1. Information Services (Tech).
  - 2. Human Resources.

3. Office of International Studies.
4. Financial Aid.
5. Basic Needs Resource Coordinator.
6. Others

#### (4) Threat Assessment Team (TAT) Overview:

- A. The Threat Assessment Team (TAT) ~~meets in an emergency/ad hoc manner foris called-on as needed-for~~ immediate consultation and assessment and response toof situations or individuals who may pose an imminent risk to themselves or others, with the purpose of mitigating risks, facilitating interventions, averting threat and maintaining the safety of the university community.
- B. TAT is a component of the BIT.
- C. Referral to TAT:
  1. Requests for TAT may be made by any department represented on BIT or by directive from the Vice President of Student Engagement & Success.
  2. ~~For higher risk or threatening behaviors~~ In cases of emergency incidents involving immediate response needs, members of the university community are encouraged to direct concerns to ~~law enforcement for initial response~~ appropriate emergency response services.
  3. For less critical or lower-severity concerns, members of the university community are directed to submit reports through the online Concern & Support Form, which are initially reviewed by BIT and referred on to TAT as needed.
- D. TAT members meet to review all available information regarding the identified concern(s) and conduct an initial assessment of the situation.
- E. A threat assessment is a comprehensive, fact-based assessment of an individual's reported behaviors.
- F. The TAT may utilize a variety of appropriate assessment tools specific to the particular situation or threat.
- G. TAT will then discuss interventions that members may facilitate, including, but not limited to: completion of individual threat assessment interview with the student of concern; referral for mandatory follow-up with appropriate departments (law enforcement, Student Rights & Responsibilities, etc.); no contact letters; trespass from specific CWU buildings or full trespass from CWU properties; summary suspension; and other interventions.

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#### (5) TAT Membership:

- A. Threat Assessment Team membership is determined by the Vice President of Student Engagement & Success (VPSES) on an annual basis.

- B. VPSES appointments to CWU's TAT ~~have historically included~~ may include leadership (Director or designee) from the following departments (based on current national best practices and specific community needs; other departments may be included by appointment):
1. University Police & Public Safety.
  2. Housing & Residence Life.
  3. Office of Case Management.
  4. Student Counseling Services.
  5. Human Resources.
  - ~~6. Student Engagement & Success Executive Team.~~
  - ~~7.6.~~ Office of Student Rights & Responsibilities.
  - ~~7.~~ Civil Rights Compliance.
  8. Student Engagement & Success Executive Team:
    - a. Health & Wellness
    - ~~8.~~b. Student Development & Belonging
- C. The TAT Chair role is designated by the VPSES and works directly to include CWU's assigned counsel (Washington State's Office of the Attorney General) in TAT proceedings and provides recommendations on behalf of TAT to the VPSES and other CWU officials.
- D. TAT membership is expanded to include any number of additional resource members called on from the CWU community as needed, with consideration for those with specific knowledge about a particular individual or situation.

**History:**

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