



Chattahoochee  
TECHNICAL COLLEGE

# Behavioral Intervention Team

the Essentials



# Behavioral Intervention Team

The Chattahoochee Technical College (CTC) Behavioral Intervention Team (BIT) is a committee dedicated to educating the community about proper responses to any behavioral issues, from concerning behavior to a crisis situation.

This presentation will provide important information to help you respond to a situation in a timely manner, and take the proper steps to make referrals and file documentation when necessary.



# Behavioral Intervention Process

When the BIT is alerted about an incident, the team is coordinated to respond to the issue and keep all parties involved informed as the process progresses. The BIT provides wraparound support resources and assessments.

The response may include interim suspension and removal from class and/or campus until any potential concern can be assessed; however, the goal is **support**, not punishment.

If you have general concerns about an individual's behavior, please contact a member of the BIT to consult as early as possible. No issue is too small to be recognized. If you feel uncomfortable, trust your instincts and notify someone – if you see or feel something isn't right, say something.

# "He Just Snapped"

- Media headlines often lead with statements that indicate that there were no pre-incident indicators. In most cases pre-incident indicators did exist.
- While every individual has the potential to act out violently, mass murder on the scale of a Columbine or Virginia Tech is not something that occurs in an instant. The perpetrators of these events took months and in some instances years to plan out their attack. In some events, the planning time frame is days.
- What happens before the planning?





# College of Texas

Charles Whitman

August 1<sup>st</sup>, 1966

Killed 14

Wounded 31

March 29<sup>th</sup>, 1966

Met with college counseling  
and stated he had the urge  
to start shooting people from  
the tower.

“Oozing with anger.”



# Columbine High School

Eric Harris & Dylan Klebold

April 20<sup>th</sup>, 1999

Killed 13

Wounded dozens

Late 1997 Jefferson County Sheriff's Office investigates death threats posted on AOL by Harris.



1998 Took anger management classes together.

Harris began therapy and was placed on Zoloft and Luvox.

Posted preparations for mass murder on their web page including the completion of bombs, weapon count, and hit list.



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# Virginia Tech

Seung-Hui Cho  
April 16<sup>th</sup>, 2007  
Killed 33  
Wounded 17

1999 – Suicidal &  
homicidal ideations  
identified.

Fall 2005 – Removed  
from a writing class.

Makes suicidal  
comments and is  
deemed a threat to  
himself.



Fall 2006 –  
Cho continues to write  
disturbing papers and  
has arguments with  
faculty.

Spring 2006 – Writes a  
paper about a young  
man that hates  
students at his school  
and plans to kill them.

Spring 2007 –  
Purchases firearms,  
ammunition, and is  
seen chaining doors.

# Purpose

For the safety of the campus community any threat, explicit or implied, will be considered a statement of intent. The **Behavioral Intervention Team** will recommend actions to the appropriate Vice President(s) in order to protect the student, employee, and College community. This Team has been established to:

- Respond to circumstances of violence, threatening behavior, unwanted pursuit, or harassment;
- Investigate the situation and recommend appropriate actions including suspension, expulsion, termination of employment, filing of criminal charges, or ongoing monitoring for follow-up and observation of behavior patterns;
- Respond quickly to behavior indicating a student, faculty, or staff member poses a risk to self or others.



# Purpose

- Identify resources for troubled students and personnel and make referrals to appropriate campus and off-campus agencies;
- Help secure therapeutic actions that are appropriate, such as treatment or counseling;
- Notify, within FERPA guidelines, parents, guardians, and/or next-of-kin;
- Initiate action to place a student/employee in the custody of a mental health facility capable of supporting specific behaviors;
- Require internal or external psychological evaluations;
- Coordinate and assess information from faculty, administrators, students, and local authorities;
- Make recommendations to the Vice President for Student Affairs and/or the Vice President for Administration and Finance who will sign-off on action to be taken;
- Periodically assess outcomes of actions taken.

# The full committee is staffed by;

Vice President for Human Resources and Professional Development	Ron Price	770-528-3988
Vice President for Student Affairs and External Affairs	Jennifer Nelson	770-528-3554
Director of Student Engagement & Retention Services	Alaina Abney	770-528-5425
Director of Public Safety and Chief of Police	Charles Spann	770-529-2441
Associate Dean for Health Services	Gina Barthelemy-Morton	770-529-3733
Director of Counseling	Cheri Mattox-Carroll	770-975-4152
Health Sciences Counselor/Coordinator	Mayi Dixon	770-975-4085
Special Populations & Title IX Coordinator	Brannon Jones	770-975-4023
Dean of Business and Technical Studies	Marcy Smith	770-975-4159
Student Navigator, Student Conduct Officer	Ebony Gammon	770-528-5805

<http://www.ChattahoocheeTech.edu/concerns-and-complaints/>

# Behavioral Intervention Team

- The Behavioral Intervention Team can be contacted 24 hours a day, 365 day a year by calling the Department of Public Safety Communications Center at 770-529-2311.
- The Department of Public Safety dispatcher will immediately pass this information on to the Director of Public Safety who will triage the report with others from the Threat Assessment Team.



# Team Response

- Upon receipt of a valid threat the Behavioral Intervention Team will meet and discuss the threat and determine appropriate steps towards resolution.
- During this phase the team will address the need for investigative interviews, assistance from experts, etc.
- The goal of the team is to take steps to de-escalate the situation and remove violence as an alternative from the individual or group responsible for the threat.





# Team Response

- Action steps are developed by the Behavioral Intervention Team as a means to address a reported incident.
- Action steps may include:
  - Referral to mental health agencies
  - Removal from the campus community
  - Referral to behavioral modification counseling
  - Restrictions on communications with individuals
  - Communications regarding the actions
  - Monitoring the situation without taking actions



# Team Meetings

- The Behavioral Intervention Team regularly reviews open cases. It is at this time that the team reviews and makes any necessary adjustments to steps being taken to resolve the issue. Special meetings are called to review new threats.
- In cases where individuals have successfully completed a counseling program, the team may recommend that they be allowed to return to the College. In situations where individuals have become more agitated the team may alter the course of action by increasing or decreasing the attention given.



# What You Can Expect?

- Upon reporting a possible threat you will be contacted by the special investigator. The investigator will conduct an interview with the reporting person and any persons that may have additional information related to the threat.
- Once action steps have been developed the reporting person will be briefed by a representative of the team.



# What You Should Not Expect

- In order for the Behavioral Intervention Team to make informed decisions they must be able review confidential information. This information will not be shared with the reporting person or others in the workplace. (Photos, Medical Records, etc.)
- In dealing with privacy issues of the individual it is difficult for the Behavioral Intervention Team to disclose certain information. The team will make every effort possible to meet and discuss relevant issues with the reporting person or area. However, there will be a point of disconnect with regards to information sharing. Therefore you should report all behavior that raises concerns.





# Warning signs

These warning signs may be evident in combination or individually. If you observe any of these warning signs contact the Department of Public Safety.

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Social withdrawal</li><li>• Excessive feelings of isolation or rejection</li><li>• Being a victim of violence</li><li>• Feelings of being picked on and persecuted</li><li>• Uncontrolled anger</li><li>• Impulsive and chronic hitting, intimidating, bullying</li><li>• Expression of violence in writings and drawings</li></ul> | <ul style="list-style-type: none"><li>• History of discipline problems</li><li>• Past history of violent and aggressive behavior</li><li>• Drug use and alcohol use</li><li>• Affiliation with gangs</li><li>• Inappropriate access to, possession of, and use of firearms</li><li>• Intolerance for differences, prejudicial attitudes</li><li>• Serious threats of violence</li></ul> |
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# Dealing with Angry People

- Do not think that an angry person is not an intelligent person.
- Work out a plan with coworkers to call DPS if someone in the office is in an argument or being threatened.
- Try to identify a person in advance that has a calming personality. This person can try to intervene in a heated conversation.
- Do not attempt to convince the person they are wrong or of your perspective.
- Do not patronize them.
- Listen to what they have to say. If they do not begin to calm down or you feel in danger, end the conversation immediately. Ask them to leave.
- Call Department of Public Safety, 770-529-2311



# Planning for an Emergency

- Attend other training offered by the College related to Emergency Planning.
- **Access Eagle Alert here:** <https://chattahoochee.bbcportal.com/>
- Program your cell phone with 770-529-2311 and 911 as contacts.
- Have a plan for evacuation or sheltering in place. Know emergency evacuation routes. Select several areas where you may lead your class in the event of an emergency evacuation.
- Advise your students that you have a plan and that you have prepared for an emergency. **DO NOT SHARE YOUR PLAN WITH YOUR STUDENTS.**
- Take attendance at each class. In an emergency evacuation your attendance sheet can assist emergency personnel.



# Other Training Available

- Active Shooter Response
- Response to Campus Emergencies
- CTC Emergency Management Overview
- Work Place Violence
- HAZMAT



# Resources

## Campus Resources for Students and Employees

CTC Counseling	<a href="http://www.chattahoocheetech.edu/counseling-services-and-student-advocacy/">http://www.chattahoocheetech.edu/counseling-services-and-student-advocacy/</a>	770-975-4152
CTC Wellness	<a href="http://www.chattahoocheetech.edu/wellness/">http://www.chattahoocheetech.edu/wellness/</a>	770-528-5815
CTC Human Resources	980 South Cobb Dr., Marietta GA 30067	770-528-3988
Department of Public Safety	<a href="http://sec.chattahoocheetech.edu/Emergency%20Preparedness/Home.aspx">http://sec.chattahoocheetech.edu/Emergency%20Preparedness/Home.aspx</a>	770-529-2311
CTC Employees Assistance Program (Espyr)	<a href="http://www.caquality.com/poc/view_doc.php?type=doc&amp;id=55457">http://www.caquality.com/poc/view_doc.php?type=doc&amp;id=55457</a>	800-334-6014 404-843-3399

# Resource Links

Student Code of Conduct

<http://chattahoocheetech.smartcatalogiq.com/en/2017-2018/General-Catalog/General-Policies-and-Procedures/Student-Rights-and-Responsibilities/Student-Code-of-Conduct>

Disruptive Classroom Behavior

<http://chattahoocheetech.smartcatalogiq.com/en/2017-2018/General-Catalog/General-Policies-and-Procedures/Student-Rights-and-Responsibilities>

Misconduct Complaints against Employees

<http://chattahoocheetech.smartcatalogiq.com/en/2017-2018/General-Catalog/General-Policies-and-Procedures/Student-Rights-and-Responsibilities/Complaint-Procedure>

Sexual Harassment / Non Discrimination

<http://chattahoocheetech.smartcatalogiq.com/en/2017-2018/General-Catalog/General-Policies-and-Procedures/Student-Rights-and-Responsibilities/Sexual-Harassment>

<http://chattahoocheetech.smartcatalogiq.com/en/2017-2018/General-Catalog/General-Policies-and-Procedures/Student-Rights-and-Responsibilities/Unlawful-Harassment-and-Discrimination-of-Students>

Concerns and Complaints

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