

What in the *World* is a
**Behavior
Intervention Team?**



Introduction

- BITs are groups of 8-10 student affairs professionals, faculty members, mental health providers, and administrators who educate the college and community about what behaviors or concerns should be reported to the team.
- Three Phases of B.I.T.
 - Gather Data
 - Apply Rubric/Conduct an Analysis
 - Intervention



B.I.T. Mission Statement

➤ The Crafton Hills College Behavioral Intervention Team (**BIT**) exists to promote the health and safety of our students, faculty and staff by providing an environment where individuals are free to work and learn in a safe and supportive environment.



B.I.T. Mission Statement (cont.)

The Behavioral Intervention Team:

- responds to non-immediate concerns;
- takes a proactive approach to discuss potential issues and intervene early;
- provides support and behavioral response to students displaying behaviors of concern **before** they rise to the level of a crisis.



Function and Process

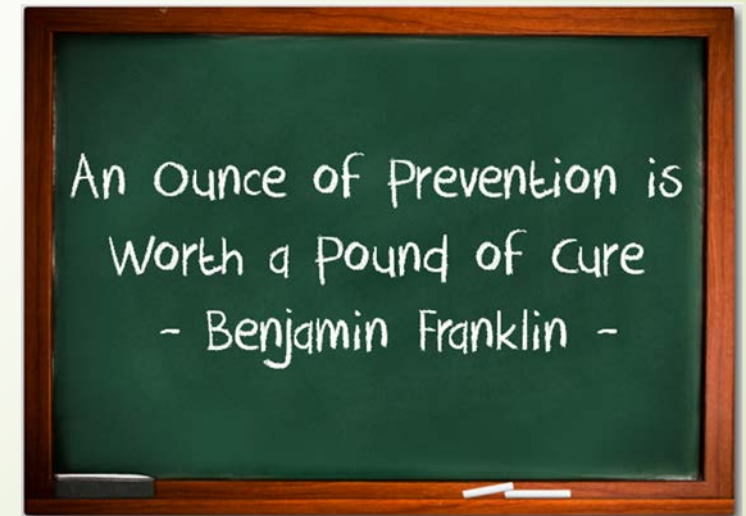
- Receive information about students of concern, and discuss concerning behaviors
- Determine an appropriate, individualized intervention plan for each student
- Intervene and connect students with needed resources; ensure that services and resources are deployed effectively.
- Coordinate follow-up and monitoring of student status
- Provide consultation, support, and timely response to faculty and staff
- Maintain appropriate levels of confidentiality and handle matters with professional discretion.

The BIT Purpose: Early Intervention

➔ Old Model: Clean Up the Mess



➔ New Model: Prevent the Problem Before It Happens



B.I.T. Intervention is Caring!

- ▶ Gives a Strong Message That the Student Really Matters
 - ▶ Can Help Provide Assistance, Support, Encouragement, Structure/Boundaries, and Hopefully a Sense of Belonging
 - ▶ Will Increase the Student's Chances of Persevering and Succeeding at Crafton Hills College.

In the Case of Immediate Danger

- If you feel there is an immediate threat, call **911** or Crafton Hills College Police at **(909)389-3275** or just **3275** from any campus phone and tell dispatch where you are on campus.
- Acts or immediate threats of violence **must** be reported **immediately**. This reporting of immediate danger applies to all staff, faculty and students.

In the Case of Immediate Danger (cont.)

Examples of imminent threats or danger include:

- Brandishing guns, firearms or other weapons
- Suicide threats, or recent attempts at suicide with current indicators
- Physical threats or aggression toward another person
- Severe rage and verbal threats to kill or harm someone
- Possession of drugs or alcohol, or under the influence of drugs or alcohol

When Should I Make a B.I.T. Report?

Threat(s) or concerns that are troubling but not requiring an immediate response. Is a student...

- Experiencing a decline in work and/or academic performance?
- Demonstrating disruptive and/or disturbing behavior?
- Showing dramatic changes in appearance, behavior, and/or weight?
- Having problems at home, with classes and/or work?
- Making disturbing comments in conversation, email, letters, social media postings and/or papers?

When Should I Make a B.I.T. Report? (cont.)

Threat(s) or concerns that are troubling but not requiring an immediate response. **Is a student...**

- Sad, anxious and/or experiencing dramatic mood shifts?
- Abusing alcohol and/or drugs?
- Isolating himself/herself socially?
- Acting paranoid and/or suspicious?
- Frequently angry and/or easily frustrated?
- Struggling with health problems?

Frequently Asked Questions

What do I do if I know an individual who may need to be referred to the BIT process?

- **To make a referral**, go to the BIT web page and click the **Report a Concern Here** button.
- You will be asked for basic information about the concern, how to contact you (in case the Team has follow-up questions) and for a description of the concern or behaviors that prompted the referral.
- **You** are the Behavioral Intervention Team's best resource because *you* are familiar with those involved.
- **If** you are comfortable doing so, tell the individual that you are concerned and ask if he/she is OK. In many cases an individual will indicate that he/she could use some help, and you can refer them to counseling services.

Frequently Asked Questions

Who can report a concern?

- **Anyone** who feels an individual is a threat to themselves and/or the community can make a BIT Concern Report; including students, parents, faculty and staff, and other community members.
- **Reporting is the most critical step.**
- To make a concern report, please click on the button **Report a Concern Here** on the BIT page and fill out the form in its entirety. Also, you may refer to the Emotional/Mental Health Resources page to find additional contact information.

Frequently Asked Questions

What does the BIT do after they receive a Concern Report?

- **A.** Review all referred concerns of actual or potential violence, as soon as reasonably possible.
- Some referrals will require immediate review and response while others may be dealt with during regular Team meetings.
- **B.** The Team will use a fact-based assessment process to determine if a threat exists and to develop an appropriate plan of action.
- Action plans will take into consideration the potential for concerns of targeted violence and will be concern-specific.

FAQ: What does the BIT do after they receive a Concern Report? (cont.)

- **C.** Take appropriate action to implement the plan and mitigate the danger. The Team will implement the agreed-upon action plan and assure that all necessary follow up and documentation is conducted.
- Any action plan will make available, and use as needed, a full range of support services including mental health, crisis management, law enforcement, student success, and community resources, as well as victim services if indicated.



Crisis Intervention: Basic Elements

“You Mean I *Can* Make a Difference?”



College Student Suicide

- Suicide is the *second leading cause of death* for college students.
- And...the number one cause of suicide for college student suicides (and *all* suicides) is **untreated depression.**
- Going to college can be a difficult transition period in which students may feel lost, lonely, confused, anxious, inadequate, and stressed.

The Hidden Minority

- Studies indicate that college students who are suicidal are quiet, reserved, depressed, and socially isolated. Thus, it is up to all of us to try to identify the suicide warning signs and get help for them.
- Additionally, a survey indicates that one in five (20%) college students believe that their depression level is higher than it should be, yet only 6% say that they would seek help. That's a difference of 14%.
- Crafton Hills College: 14% of our student population is **700 students!**



Suicide Warning Signs: Be Alert!

Things to Look For in Recent Behavior

- Appearing **depressed or sad** most of the time.
 - (Untreated depression is the number one cause for suicide.)
- **Talking or writing about death** or suicide.
- **Withdrawing** from family and friends.
- Feeling **hopeless**.
- Feeling **helpless**.
- **Performing poorly** at work or in school.
- Exhibiting a **change in personality**.



Talk Openly About Suicide.

(Pervasive Suicidal Thoughts? Method? Means? Time Frame?)

- Ask the person, "Are you feeling so bad that you have often been **thinking about suicide?**"
- If the answer is yes, ask, "Have you thought about **how** you would do it?"
- If the answer is yes, ask, "Do you have what you need to do it?" (**Means**)
- If the answer is yes, ask, "Have you thought about **when** you would do it?"



Does Someone Appear Suicidal?

- **Emergency – 911**
- **CHC Campus Police – 3275**
- If someone is **not** in immediate danger because of thoughts of suicide, but needs someone to talk with about their suicidal feelings, please **do not hesitate** to call one of the following national suicide prevention lines:
 - **1-800-SUICIDE (1-800-784-2433)**
1-800-273-TALK (1-800-273-8255)
- **Suicide and Crisis Hotline (951) 686- 4357**
Referrals for shelter, clothing, counseling.

