Guidelines for Behavior Intervention

Hostility, verbal aggression, depression, isolation and withdrawal are key signals that should not be ignored. Disregarding early warning signs facilitates escalation. It is better to offend a student by “acting” and apologize than to fail to act in the interest of everyone’s safety. Below are three categories of behavior and actions, which need attention and a response.

Chaffey College Behavioral Intervention Team

**MILD RISK - Warning Signals-(opportunities for preventive strategies)**

- **Pronounced and sudden change in attendance patterns:**
  Tardiness and increased absences
- **Change in behavior:**
  Withdrawn, irritable, depressed, angry
- **Negative change in attitude:**
  Significant change in the way student interacts with staff and/or students
- **Minor disruptive behavior**
- **Sleeping in class, consistently or falling asleep**

**What I Could Do:**

- Make time to meet with student one on one.
- Invite student to discuss problems that may be interfering with their academic goals after class or during office hours.
- In a non-threatening and non-punitive fashion comment on your observations and express your concern.
- Inquire as to what circumstances may be causing changes in behavior (document and provide to Behavioral Intervention Team via referral form).
- Consult with colleagues, coordinator, and/or supervisor
- Refer to appropriate student services; consult with colleagues, coordinators and/or supervisor

**MODERATE RISK**

- **Negative/hostile attention seeking behavior:**
  Behavior interferes with educational goals
- **Threats to harm self or others indirectly:**
  Jokes, sarcasm, hints, symbolic gestures, drawings, writing assignments
- **Withdrawn behavior of increasing concern:**
  Vacant stare, crying or deep sadness
- **Agitation or intimidating behavior:**
  No participation in class discussions and activities with passive/aggressive behaviors and acting out

**EXTREME RISK (red flags)**

- **Continued demonstrations of odd or disruptive behaviors that you have previously discussed with student**
- **Aggressive and threatening behavior or gestures**
- **Openly confrontational with faculty, staff and/or students:**
- **Escalating plausible threats with either raised voice or detached behavior**
- **Visible agitation, physical tension**
- **Direct threats to harm self or others**

**What I Could Do:**

- If you feel safe, meet with the student
- Brainstorm with colleagues, coordinator, supervisor/dean—consider asking them to join you with student. Contact BIT for consultation.
- Express your interest in the student’s well being.
- In an OBJECTIVE, FIRM, and NON-PUNITIVE fashion, describe the problem behavior.
- Set clear guidelines regarding appropriate behavior.
- Refer student to the Health Services Office for services; accompany him/her if possible
- Complete Behavior Intervention Referral form—send to Behavior Intervention Team via email: ChaffeyBIT@gmail.com

- Call Campus Police 652-6911 Dispatch
- Remain calm, do not engage in argument.
- Keep distance between you and student.
- Allow student a way to exit; do not allow yourself to be trapped.
- Reduce noise, talking, questions and/or stimulation.
- Ask the student to leave
- If the student refuses to leave, remove yourself and others from the situation
- Campus police will notify Administration
1.) What is Behavior Intervention and its origin?

Behavior Intervention Teams by many names are being established at colleges and universities throughout the United States. The precipitating incident in the creation of Intervention Teams is often seen as the tragedy at Virginia Tech. The Chaffey BIT directs attention to both campus and individual safety and well-being. Individuals under great stress sometimes express overwhelming pressure outwardly as with Virginia Tech and sometimes inwardly, evidenced by the alarming student suicide rate of college students.

The Behavior Intervention Team (BIT) at Chaffey College was created to assist faculty and staff who are concerned about the behavior of a student. When contacted, Team members work with the faculty or staff member to facilitate an assessment of the student's behavior and determine a plan of action to assist the student.

The BIT must be seen in the context of other services at Chaffey College. The Campus Police Department must be contacted when there is perceived and/or clear danger or immediate intervention is indicated. Student Health Services is available for students to access personal counseling, community resources and therapeutic support. The Student Services/Discipline Office responds when there are violations of the Student Behavior or Academic Integrity Code. Within this spectrum of services there is still room for students who might “fall between the cracks”, and BIT exists to help fill these cracks and assist Chaffey employees to help students get the services they may need.

The Team is composed of representatives from each of the areas named above plus Counseling, EOPS, DPS, Admissions & Records, and teaching faculty. All members are committed to being part of a team designed to provide intervention before a problem or concern escalates. The breadth of the Team membership encourages sharing of skills, resources and knowledge, determining the right individual to be the contact person, timeliness in response, and the promise of feedback.

The primary role of BIT is to be a resource to and for faculty and staff who may be concerned for or about a student’s behavior. Our aim is to maintain a responsive and safe campus.

2.) How do students fit in with Behavior Intervention?

Faculty and staff have many skills to assist students when behavior is of concern. Faculty and staff see students on a regular basis and they may notice changes such as depression, withdrawal, or health issues such as hunger and serious lack of sleep. We know these are times of great stress, economic strife, and family pressures. Many of our students have lost their jobs and, possibly, their homes and may become easily overwhelmed.
Faculty/staff are sensitive to students' privacy and often want to help but don’t know all the resources available at Chaffey and in the community. When Chaffey employees are concerned about a student and would like consultation regarding a student's behavior, BIT is available. BIT is not designed to respond to emergency situations; it is a consultative process to provide assistance to the faculty/staff, and direct student intervention as appropriate. BIT can provide a venue to discuss ways to approach a student or share resources that can be offered to a student.

3. **What would you like Chaffey College to understand about Behavior Intervention?**

The Behavior Intervention Team is a consultative resource for faculty and staff. The Team is available as an intervention strategy to help Chaffey employees help students and prevent an individual, group, classroom, event, or campus crisis.

4. **What are some examples of situations that should be reported to BIT?**

- You notice that your student has a pattern of making unrelated/incoherent statements to the material presented during class.
- A student comes to class often appearing disheveled, withdrawn, minimally interacting with others, preoccupied, and/or sad.
- You receive a note, email, or assignment that includes statements that seem concerning to you. Examples include having problems at home, trouble finding a place to live, not having enough to eat, or any other statements that you are concerned about. NOTE: If there is a statement made regarding the intent to harm self or others, CONTACT CAMPUS POLICE RIGHT AWAY (x6911)!!!