

# Behavior Intervention Team

## GOAL

Northland Community and Technical College is an academic community that is committed to creating a safe and secure learning and work environment for students and employees.

## Mission

The mission of the Behavior Intervention Team is to:

- ✚ Provide a systematic response to students who demonstrate behavior that may be disruptive to themselves or others, or who may allegedly be in violation of the NCTC Student Code of Conduct.
- ✚ Assist in protecting the health, safety, and welfare of the members of the college community.
- ✚ Support student success.

## Purpose

The Behavior Intervention Team (BIT) is comprised of a group of employees who will reach out to students whose behavior may be of concern. The approach is based on a caring concern for the well being of the student and the college community. The student will be supported in a caring and holistic manner while also attending to the needs of the college community.

The BIT will:

- ✚ Serve as a resource to employees and students to address the needs of students who may be experiencing behavioral concerns.
- ✚ Recommend collaborative interventions to help students be successful.
- ✚ Establish a process to assist students who may be having difficulties, particularly when the rights and safety of others may be at risk.
- ✚ Assist students who may be having emotional or psychological difficulties or are unable to manage stressful situations.
- ✚ Maintain a list of referrals for assistance in the communities when it is determined that an incident is beyond the scope of their area of expertise.
- ✚ Establish an online reporting system for employees to utilize.
- ✚ Maintain a common database of incidents to identify individual students who demonstrate repeat patterns of behavior.

## BIT Membership

The BIT shall consist of the following members: Academic Deans, Deans of Students, Counselors, and the Executive Director of Administrative Services.

The BIT will be convened as determined by the campus Deans of Students, with additional representatives invited as deemed appropriate.

## BIT Meeting Frequency

The BIT will meet as necessary, with meetings dependent upon the number and frequency of reports received.

## BIT Recordkeeping

The concerns reported to BIT will be submitted and maintained through the Grouplink system. Employees will have access to submit concerns or concerns from students.

BIT members have a “legitimate educational interest” in order to view and determine a course of action to address submitted concerns. Confidentiality is expected and shall be maintained throughout the process. Data privacy shall be maintained according to federal and state guidelines, which includes information regarding disciplinary sanctions, outcomes, or referrals.

BIT records will be maintained electronically for a period of five years.