



Effective: November 4, 2015

BEHAVIORAL ASSESSMENT TEAM

Overview and Goals

John Paul the Great Catholic University has established a Behavioral Assessment Team (BAT) that is committed to improving community safety. The Behavioral Assessment Team assists in managing situations that pose, or may reasonably pose, a threat to the health, safety, and well-being of the campus community.

Through a proactive, collaborative, organized, and objective approach, the Behavioral Assessment Team is able to identify, assess, intervene, and manage disruptive or threatening situations or individuals. The threat assessment process encourages early intervention to manage individuals whose behaviors potentially impede their own or others' ability to function successfully or safely.

It is the responsibility of faculty, administrators, staff, and students to immediately report any situation that could possibly result in harm to anyone at JPCatholic. Any member of the campus community may become aware of a troubling or troubled person or a situation that is causing serious anxiety, stress, or fear and, if so, this information should be provided to the Behavioral Assessment Team as indicated below.

In cases where a person may pose an immediate risk of violence to self or others, contact the Police at 911, or City of Escondido Sheriff's Department at (760) 839-4722.

Purpose

For the safety of the campus community, any threat, explicit or implied, will be considered a statement of intent. The Behavioral Assessment Team will recommend actions in order to protect the students, employees, and JPCatholic community. This team has been established to:

- Coordinate and assess information from faculty, administrators, students, local authorities, and others.
- 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, and that may include internal or external psychological evaluations.
- Investigate the incident(s) and in accordance with University policies and procedures, help direct individualized and appropriate actions, which may include suspension, expulsion, termination of employment, involuntary leave of absence, voluntary medical leave, filing of criminal charges, or ongoing monitoring for follow-up and observation of behavior patterns.

- Respond in an individualized manner to incidents of violence, threatening behavior, unwanted pursuit, harassment, and behavior indicating a student or employee poses a risk to self or others; when necessary, initiate contacts with appropriate authorities to place a student or employee in the custody of the police or a mental health facility capable of supporting specific behaviors.
- Authorize notification, within FERPA guidelines, of parents, guardians and/or next-of-kin.
- Assess outcomes of actions taken periodically.

Procedure

- Student-related threat information should be reported to the Behavioral Assessment Team by calling Dean of Students Office (760) 802-1743. However, in an emergency, immediately contact the Police as indicated above.
- Employee-related threat information should be reported to the Director of Human Resources at (858) 653-6740 x1508. In an emergency, immediately contact the Police as indicated above.
- All non-student, non-employee threat information should be reported to VP of Risk Management at (858) 653-6740 x1304. In an emergency, immediately contact the Police as indicated above.
- The Behavioral Assessment Team will convene to evaluate the report.
- The following preliminary investigative information will be collected and analyzed by the Behavioral Assessment Team to complete the preliminary investigation as expeditiously as possible:
 - ✓ Student disciplinary/judicial history
 - ✓ Interviews with students, faculty, administrators, and staff members to determine the existence of corroborating evidence;
 - ✓ Other relevant information as deemed appropriate to assure the safety of the University community.
- If the situation is assessed to be an immediate serious threat, appropriate parties will be notified (e.g., law enforcement, mental health professionals, potential victims, etc.) to prevent harm.

Behavioral Assessment Team

- **Group structure:** A collaborative process to assess threats will be used, and, depending on the situation, others with areas of specialization/responsibility may be called upon to assist the team. Other individuals may also be consulted as needed such as a faculty member who has a concern about a student.
- **Meeting Schedule:** The Behavioral Assessment Team will meet both on a regular schedule (monthly) AND on an emergency basis.
- **Information Analysis:** The Behavioral Assessment Team will review information and reports concerning troubling or troubled students as well as disruptive, inappropriate, and/or threatening behavioral situations submitted by faculty, administrators, staff, and students.
- **Information Maintenance and Confidentiality:** All information received by or related to the activities of the BAT will be maintained in the Office of VP of Risk Management. **This information will be treated as confidential among and between members of the Behavioral Assessment Team, will be protected in accordance with FERPA and other applicable laws and administrative rules, and will be released only as required by law or permitted by law**

under exigent circumstances.

Non-Retaliation and False Claims

- JPCatholic prohibits retaliation against persons who in good faith report violations of this policy or cooperate in an investigation.
- JPCatholic also prohibits the filing of knowingly false or misleading reports and providing knowingly false or misleading information in an investigation. Discipline or other action can result from either of these acts in violation of this policy.

Conclusion

While supervisors, managers, department chairpersons, deans, and student life/residence life staff are appropriate counsel for general student concerns, they are not experts in responding to threatening or alarming incidents. Therefore, it is everyone's responsibility (students, employees, and visitors) to report incidents that could result in harm to members of JPCatholic community to the Behavioral Assessment Team.