	SFASU POLICE DEPARTMENT
	Policy 8.8 **Behavioral Threat Assessments**
	Effective Date: 11/06/2020 | **Replaces:**
	Approved: John Fields Chief of Police
	Reference: IACLEA 12.1.4

I. POLICY

The Behavior Intervention Team (BIT) utilizes a proactive process to intervene in behavioral conduct and utilizes best practices in threat assessment to evaluate conduct that raises concerns of possible violence. The assessment process is designed to identify threatening behavior (development of an idea to commit violence and/or planning to commit violence) and intervene early enough to manage the case before the actor commits an act of violence. This model focuses on the facts of the particular circumstances and the actor's behavior to guide conclusions and threat management plans. In addition, this method focuses on the actor's progress from ideation, planning, and preparation to implement a plan to commit violence. In short, the process is based on preventing violence and developing effective interventions.

II. PURPOSE

The Behavior Intervention Team (BIT) is a multi-disciplinary team of SFASU employees who proactively identify and assess behaviors of concern by intervening and mitigating major disruption to community life. The BIT is designed to assist faculty, staff, students, and the administration by providing information and assistance in dealing with behavior that may disrupt or threaten the educational mission of the University or the safety of its community.

III. BEHAVIORAL THREAT ASSESSMENT PROCESS

    A. The threat assessment process is designed to:

        1. Identify persons of concern;

        2. Thoroughly investigate and gather information concerning the identified individual;

        3. Review and evaluate the information and situation;

4. Develop, implement, monitor, and update a threat management plan as appropriate.

B. The BIT will meet as needed to assess and manage emergent situations and, in some incidences, meet to discuss individuals of concern.

C. The BIT will meet on a regular basis to discuss best practices in intervention, trends in campus behavior, and available resources to intervene and resolve actual or perceived threats.

D. It is critical that the BIT, UPD and Title IX Office actively solicit and encourage members of the SFASU community to report any behavioral warning signs. Community education is critical to successful reporting and it should be stressed to the community that:

1. There are no penalties for reporting behavior of concern in good faith.

2. It is important to report all behavior that causes concern, even if the behavior could alternatively be interpreted as somewhat harmless or innocuous.

E. BIT's efforts focus primarily on identifying and mitigating threats posed to students, faculty, and staff (IACLEA 12.1.4).