



Southern University
Law Center

Regulation

Title: SULC Health and Wellness
Responsible Office: Behavioral Assessment & Intervention Team
Date of Origin: 12-1-2022 Date Last Amended: 1-17-2023

Behavioral Assessment and Intervention Team (BAIT)

I. Introduction

The Southern University Law Center Behavioral Assessment and Intervention Team (BAIT) was created during the fall of 2022. The creation of the team formalized the process that had been used in the past to handle disruptive, disturbing, or threatening behaviors that could affect the campus. The team is intended as a multidisciplinary resource to provide University officials and others with expertise and counsel when confronted with a situation that could present a risk to the safety of the campus. BAIT is an interdisciplinary team consisting of subject matter experts from law enforcement, mental health services, academic services, human resources, student affairs, employee assistance, and legal counsel.

A. Mission:

BAIT employs a proactive, collaborative, coordinated, and fact-based process. Working in concert with the school or department, BAIT brings its expertise to the identification, assessment, consultation, intervention, and management of situations that pose, or may potentially pose, a threat to the safety and well-being of the campus community.

B. Purpose:

BAIT is not an administrative, treatment or disciplinary body; rather it is designed to provide expertise, information, recommendations, and referrals to those dealing with threatening or

disruptive situations. It does not adjudicate, discipline, or impose sanctions against any member of the University, nor does it provide or mandate treatment.

II. Team Process

BAIT is available **to all** members of the law center community, and its approach in each case may include some of the following steps:

- Accept reports of situations that may pose a danger to the Law Center community.
- Conduct an initial assessment of a report to determine, based on the report and other readily available information, whether the situation warrants the opening of a formal case by the BAIT. In general, the staff to the committee will conduct this initial assessment in communication with the co-chairs as appropriate.
- Where the situation warrants further review, the committee or individual members may:
 - Gather additional information and take other steps to understand the situation better.
 - Assess the information.
 - Provide advice or guidance to the affected school or department.
- Help to manage the situation.

A. Early Intervention is Essential:

Working with University administrators to support the safety and well-being of the campus community is a responsibility of all members of the law center community. Campus safety is enhanced when community members identify behaviors of concern and report them promptly. Early identification of concerns allows the University to intervene more effectively to address behaviors that pose risks to the learning, working, and living environment of the law center.

B. Warning Signs:

Your safety is of paramount importance. If you notice concerning behaviors, we want to know about them. At the same time, we ask that you recognize that all of us are susceptible to unconscious biases. Attending to warning signs is about focusing strictly on concerning behaviors and not allowing unexamined biases and prejudices to enhance our fears and inappropriately implicate an individual based on their race, ethnicity, gender, religion and personal background.

Warning signs can manifest themselves in many forms: one-on-one settings, group interaction, public behavior, letters, emails, blogs, websites, social networking sites, photos, phone calls, text messages, etc. The following list of warning signs is not intended to be fully comprehensive.

1. What a Person Is communicating

- Threatening Communication

- Expressed intent to harm someone.
- Homicidal Fantasies
- Sending disturbing messages (i.e., texts, e-mails, letters) to students/staff/faculty.
- Coursework content that is alarming
- Making statements that supports the use of violence to resolve issues.

2. What a Person Is Doing

- Anger problems
- Habitual pattern of violating campus policies or laws
- Disruptive behavior/irritability/abrasive towards another
- Alienates him/herself from others/family.
- Unexplained absenteeism
- Increase in alcohol or drug use.
- Changes in behavior (sudden or otherwise)

3. How a Person Is Doing

- Increasing stress, desperation, despair, humiliation, shame
- Preoccupation with felt insults.
- Holds grudges.
- Irrationally suspicious or bizarre beliefs
- Bizarre behavior
- Displays paranoia.
- Change in appearance/declining hygiene.
- Identifying with other persons who engaged in past violence toward others.
- Stalking – fear inducing behavior.

4. Situations or Circumstances

- Negative or adversarial work/school relationships
- Conflicts with others
- Recent or likely loss of job/income/academic/relationship
- Social isolation
- Domestic or intimate partner violence
- Access to weapons – brings weapons to campus.

If you recognize any of these warning signs, you are encouraged to notify someone immediately about your concerns.

III. Prevention

Take responsible preventative measures to ensure your safety:

- Recognize that violence can occur.
- Trust your concerns
- Communicate concerning behaviors to the appropriate resources.

- Protect yourself in the event violence occurs.
- Don't be passive bystander – Intervene.

If unsure about a person or situation of concern, talk to someone about it.

Recognizing and reporting early signs of a potentially dangerous situation is *crucial* to violence prevention. *Your* participation is the first step to keeping our campus safe.

We offer resources to help, whether you want to:

- Talk to someone about a person or situation.
- Report a threatening or potentially dangerous person or situation.
- Help a friend.
- Seek counseling.
- Pursue police action, personal protection, or disciplinary measures.
- Find resources to help you out of a threatening and potentially violent situation, including violent or abusive relationships.

Reporting Imminent Risk

Persons who become aware of situations that pose an imminent threat to the safety of the community or any one of its members, including self-harm, should notify the Southern University Campus Police Department immediately at 225-771-2770. Persons who become aware of potential situations that might pose a threat to the safety of the community or one of its members, including self-harm, are encouraged to consult with their school or department administrators who will follow-up with a member of BAIT in a timely manner.

Reporting Concerns: "It may be nothing, but..."

BAIT is not designed to remedy routine workplace or student conflicts or behavior issues. However, if you have concerns about a person's alarming or disruptive behavior that you believe could lead to a dangerous situation, even if you think it may be nothing, you are encouraged to share the information with your school or department administrator. The information you provide, no matter how minute it may seem by itself, may be critical to understanding a broader range of problematic or threatening behavior.

Your concern may turn out to be nothing, but it also may be something very important. Let our team decide if the person you know needs assistance. By sharing your concern with us, you will allow the team to help you, him, or her.

What you need to share

When providing information, please include the name of the person you are concerned about, the behaviors you observed, and your name. While the BAIT does accept anonymous reports, if you do not identify yourself, the committee has fewer options for addressing the situation you are concerned about.

What will happen to the information you share

If you report concerns, your identity, and the information you share will be treated privately and as confidentially as possible, with your safety in mind. The information you provide will be used to respond to the situation respectfully, appropriately, timely, and with the goal of protecting the dignity of all involved parties.

How to share your concern

- If a violent act is threatened, imminent, in progress, or has already occurred, immediately call the SUPD at 225-771-2770.
- If there is a concern about threatening or disturbing behavior that is NOT an emergency event, contact the University's BAIT faculty person, Michael R. Thomas II via email at Michael.Thomas@sulc.edu. There you can arrange a conference.