

# **East Georgia State College**

## **Behavioral Recommendation Team Manual**

**Adopted by President's Cabinet 4/15/22**

## **Behavioral Recommendation Team Membership**

Director of Counseling and Disability Services, Chair  
Representative of Academic Affairs  
Chief of Public Safety  
Chief of Staff/Legal Counsel  
Counselor  
Associate Vice President for External Campuses  
Director of EGSC- Statesboro  
Director of Housing  
Associate Vice President for Student Conduct and Title IX  
Faculty Member Elected by Faculty

## **Introduction**

To promote a safer campus community, the president of East Georgia State College (EGSC) has established the Behavioral Recommendation Team (BRT). The team's purpose is to develop procedures, receive and review reports, recommend action, and provide case management for students, faculty, and staff referred to the BRT. There will be instances when the individual's behavior is concerning to the point that it prevents other's ability to function successfully or safely at East Georgia State College. The BRT would hope that any report concerning students, faculty, and staff behavior will be addressed in a manner that results in the individual is able to continue at the college and be successful.

Paramount to the success of the Behavioral Recommendation Team is coordinating the college's departmental services of Public Safety, Student Conduct, Counseling and Disability Services, Student Housing, Academic Support Services, Human Resources and the academic school. In the case of an individual who may pose a threat to the campus community, BRT will provide the needed leadership for timely and accessible support services, to prevent a critical incident. BRT will also provide guidelines and training to the campus community for recognition of concerning behaviors, reporting, and direct intervention when appropriate or necessary.

The Behavioral Recommendation Team will be cognizant of balancing FERPA, HIPAA, and counselor privilege with the college's need to know. BRT will make every effort to release only need to know information, but certain circumstances may dictate the need to release confidential information based on standard or published guidelines. Even with the best intentions, situations may arise that are unforeseen by any member of the campus community. BRT will operate in some instances with very limited information while exercising due diligence to protect the college community and the individual.

## **Reporting Concerning Behavior**

It is the responsibility of faculty, staff, and students to immediately report any situation that could possibly result in harm to anyone at East Georgia State College. If there is an imminent threat of harm, contact 911 and/or Public Safety, before completing a BRT referral. Any member of our campus community may become aware of a person exhibiting threatening, disruptive, or inappropriate behaviors, or a situation that is causing serious anxiety, stress, or fear. The Incident Reporting Form/ located in MyEGSC or via QR Code, can be used to make a report on a faculty, student or staff member. The Director of Counseling and Disability Services receives the completed form. Reports

can also be made in person, via email or phone to Stephanie Royals – sroyals@ega.edu 478-289-2039 or 912-623-2438. While use of the BRT Incident Reporting Form is preferred, it is not required. The report should be made in the timeliest manner possible. Once a referral is received, the team members will be notified, and a meeting will be scheduled.

Behavior that might constitute a threat or disruption should not be confused with management of a current crisis. In situations where an individual may pose an active or immediate risk of violence to others, the reporting individual should report to:

- Swainsboro Public Safety- 478-289-2090
- Statesboro Campus - Georgia Southern University- 912-478-5234
- Augusta Campus- Augusta University Public Safety- 706-729-2911

## **Concerning Behavior to Report**

The concerning behaviors listed below are not to be an exhaustive list but as a guide for the EGSC community. The behaviors listed may warrant a referral to the Behavioral Recommendation Team (BRT). The Team will review the report and deliver it to the appropriate individual or office for follow up with the student, faculty or staff.

- Disturbing social media postings or emails (Pictures surrounding self with guns and drugs)
- Any threats or acts of violence
- Hate Crime/Incidents
- Fascination with weapons/previous shootings
- Disturbing content in writing or presentations
- Unprovoked anger or hostility
- Making implied or direct threats to others or self
- Academic assignments dominated by themes of extreme hopelessness, rage, worthlessness, isolation, despair, acting out, suicidal ideations and violent behaviors
- Expressions of concern about the student by his or her peers
- Unusual interest in police, military, terroristic activities and materials
- Mental health history related to dangerousness
- Stalking
- Paranoia
- Recent police contact
- Non-compliance or disciplinary matters that do not respond to several management methods in the classroom

## **Committee Meeting and Review Procedures**

At least four of the ten committee members must be present to hold a meeting. However, in an exigent circumstance, action may be taken to prevent bodily harm without a committee meeting. In such instances, the Chair will inform the committee and call a meeting as needed. Counselors should continue to exercise professional judgement regarding providing the necessary resources to ensure individual and/or campus safety regardless of whether a student has voluntarily sought counseling or is a BRT referral.

All committee members will sign a confidentiality statement concerning his or her work on the committee. The committee will meet regularly to review new reports, create action plans for response, review status of open reports and to review policy and procedure regarding BRT procedures and response. When a report is received, the chair will share the report with the team prior to the committee meeting, (time permitting) and convene the committee in a timely and responsive manner. The committee will review the report, review the student's academic and disciplinary history prior to or during the meeting, discuss the incident, determine if additional information is needed, evaluate and assess the information provided and assign a threat assessment level, if necessary), and make recommendations (concerning appropriate response) to the appropriate EGSC official for follow-up with the individual and/or other referral sources. The NABITA Threat Assessment Tool will be used for this purpose. A BRT team member will be assigned as case manager to monitor the progress of the case and provide a case status report to the committee within the designated time or intervals, as appropriate. The chair of the Behavioral Recommendation Team, or designee, will be responsible for maintaining documentation concerning reports, team recommendations, assignments and actions taken. The team's meeting documentation will reside in Maxient software. Under normal circumstances, the President or Vice President for Academic and Student Affairs will be notified of committee actions by electronic means. In emergencies, the President will be notified in the "most effective way."

## **QR Code Incident Reporting form**

