

Behavioral Recommendation Team Manual

Adopted by President's Cabinet 8/27/19

Behavioral Recommendation Team Membership

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

Introduction

In an effort 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 for whom a report is filed. 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 such a way that 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 and the two academic schools. 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, in an effort to prevent a critical incident. BRT will also provide guidelines and training 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. That being said, 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. It should be understood that 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. Referrals may be made on students, faculty, or staff using the form included with this manual. This form can be emailed or delivered in person to the following people: **Augusta Campus** - Nickolas Kelch-nkelch@ega.edu / 706-729-2257; **Statesboro/Swainsboro Campus** -Lori W. Burns-lrburns@ega.edu 478-289-2039 or Melinda Czech- mczech@ega.edu/ 478-289-2146. While use of the BRT Reporting Form is preferred, it is not required. The BRT asks that the report be filed or called in to one of these offices 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 Public Safety- 912-623-2462
- 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 rather 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 in order 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. When a report is received, the committee will meet in a timely and responsive manner. The committee will review the report, review the student's academic and disciplinary history, have a discussion of the incident, determine if additional information is needed, and make recommendations (concerning appropriate response) to the appropriate EGSC official for follow-up with the individual and/or other referral sources. The chair of the Behavioral Recommendation Team will be responsible for maintaining documentation concerning team recommendations and actions taken. 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". Documentation of these proceedings will be maintained in a secure location within the Swainsboro Counseling and Disability Services Office.

EGSC Behavioral Recommendation Team Reporting Form

Your Full Name:

Your Position/Title:

Your Phone number:

Your email address:

Your physical address:

Date and Time of Incident:

Location of Incident:

Choose the Concerning Behaviors from the list below:

- 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

Other _____

Please list the individuals involved (excluding yourself). For non-students, please list a SSN or Driver's License number in the block labeled Student ID#. Enter N/A if unknown.

Please provide a detailed description of the incident/concern using specific, objective language.

How did you become aware of the incident?

- Personal observation
- Police Report
- Student Report
- Faculty Report
- Staff Report
- Other

Check yes or no to the following questions:

Were you personally threatened?

Did you feel threatened at the time?

Do you currently feel threatened?

Did you see others threatened?

Do you currently feel uncomfortable due to the incident?

Do you think others are uncomfortable due to the incident?

How was the incident terminated?

Please submit by email or in person to:

Lori W. Burns lrburns@ega.edu

Mindy Czech mczech@ega.edu

Nick Kelch nkelch@ega.edu