WISCONSIN
TECHNICAL COLLEGE
SYSTEM

BIT/CARE Training

November 17th , 2024 11am-12:30 central December 11th, 2024 11am-12:30 central

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D·PREP
SAFETY DIVISION

InterACTT
– INTERNATIONAL ALLIANCE –
FOR CARE AND THREAT TEAMS

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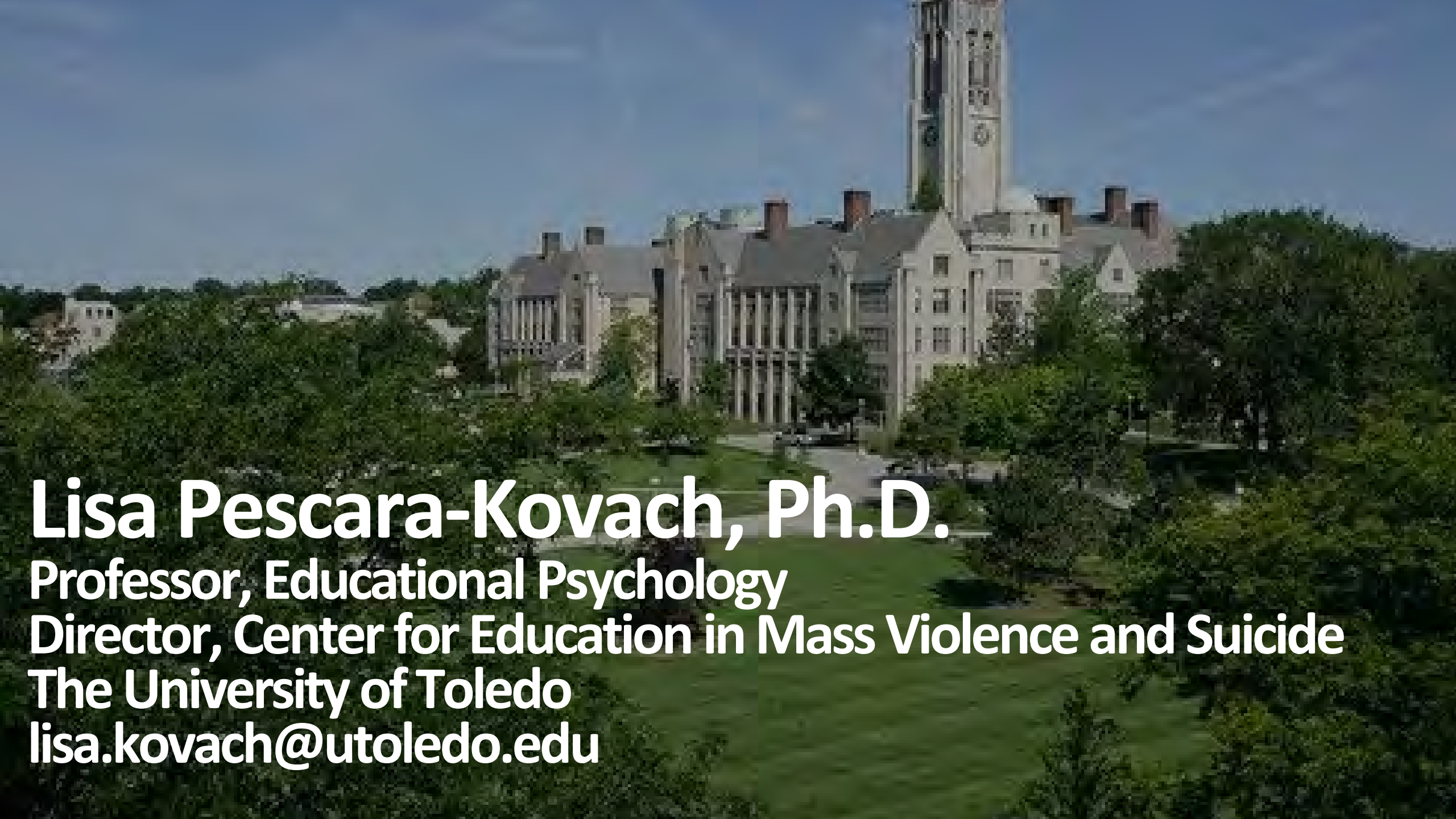

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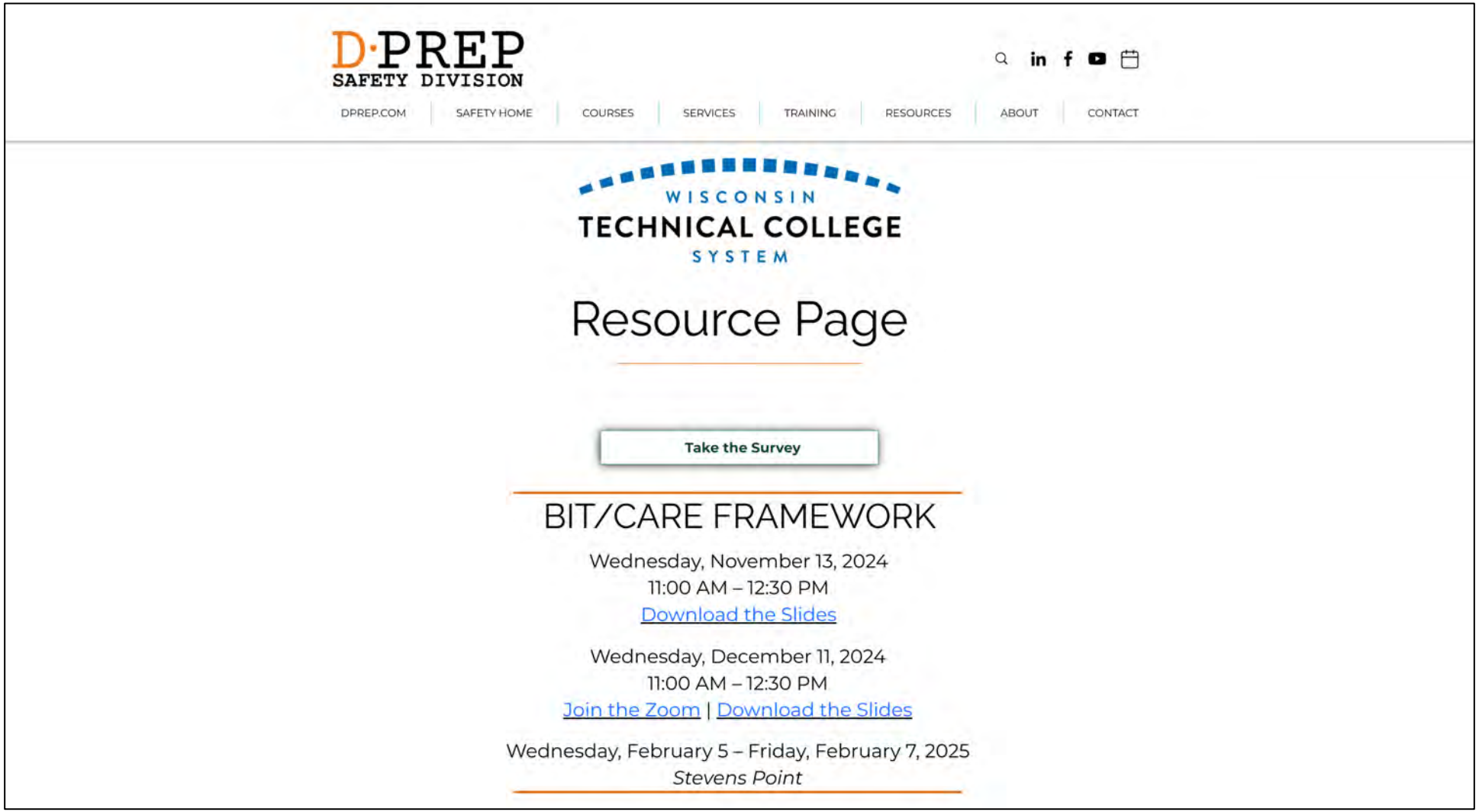

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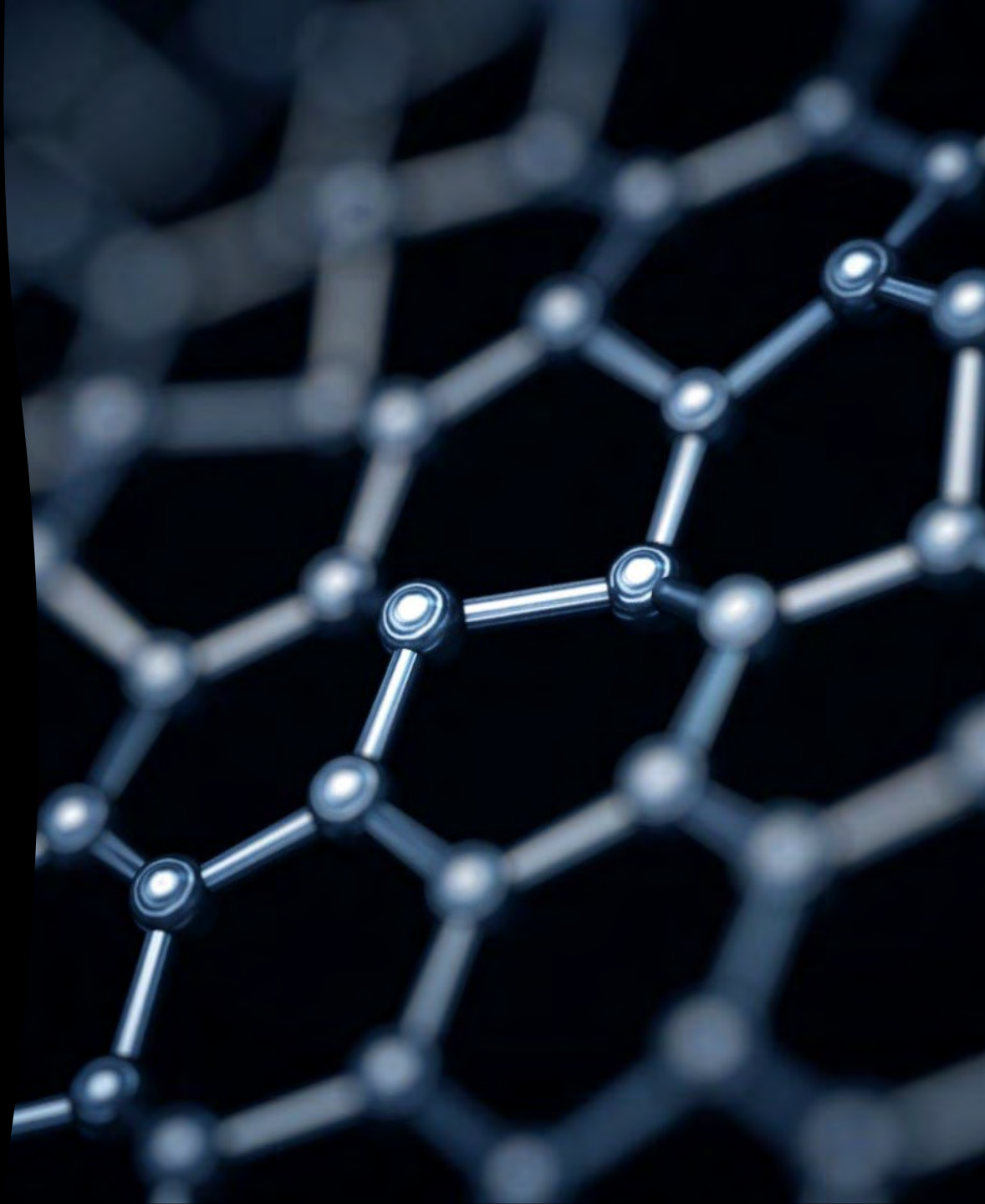
TOPICS FOR TODAY

- Who Should We Expect?
- Elephant, Three Phases
- Membership & Policy
- Reporting
- Disability Awareness
- Information Sharing



Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Who Should We Expect?

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Attention/Focus

- Receiving Concerns
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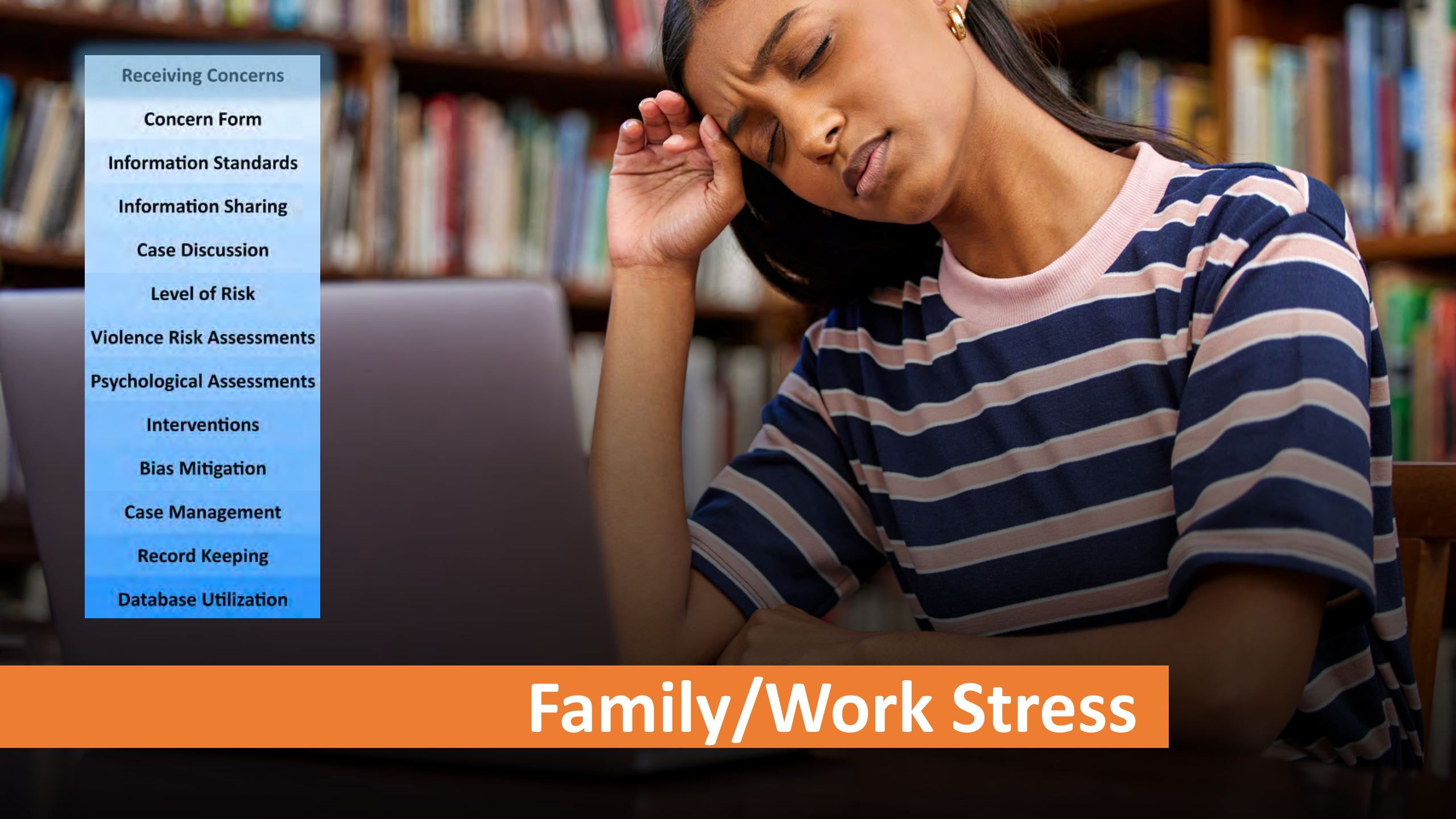
- Database Utilization

Adjustment/Trauma



Family/Work Stress

Suicide Risk

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Threats

Academic Disruption

Anxiety/Panic

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Bipolar

Financial Stress

Collective Trauma

TOPICS FOR TODAY

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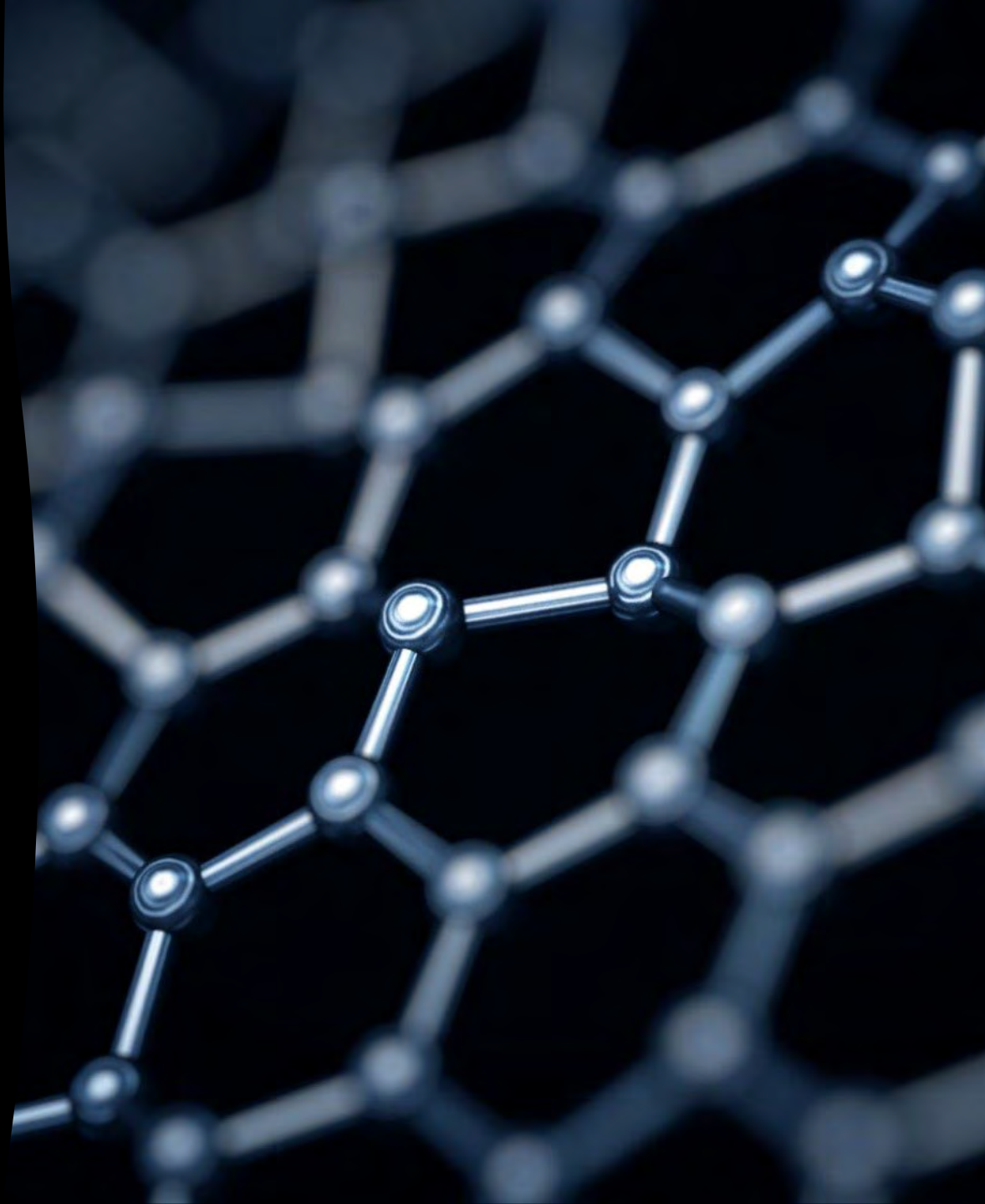
- Elephant, Three Phases
- Membership & Policy
- Reporting
- Disability Awareness
- Information Sharing



Mission

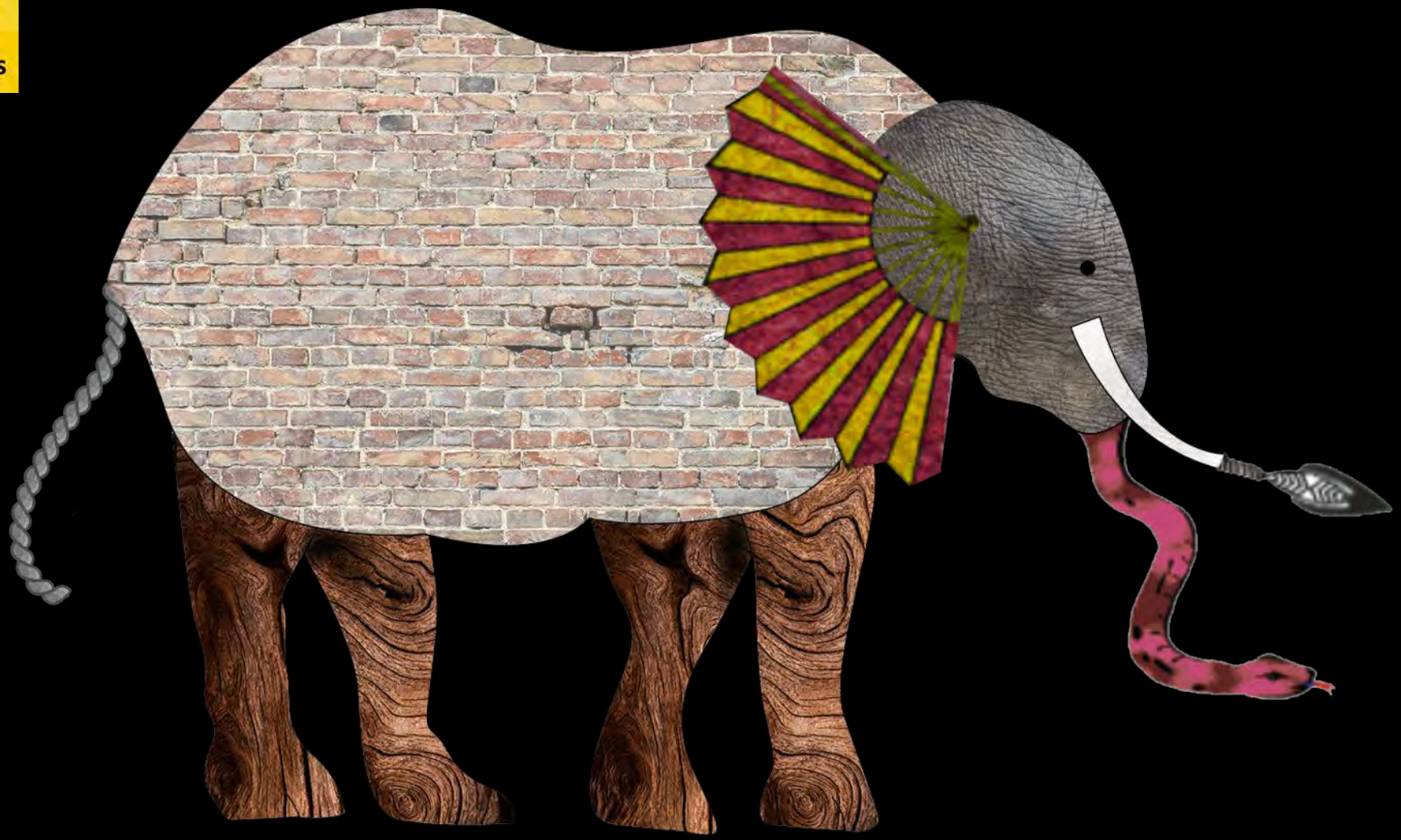
Scope

Name

Team Process

Membership

Multiple Teams



Mission

Scope

Name

Team Process

Membership

Multiple Teams

Teams are not punitive in their approach, but rather preventative and focused on connecting those at risk to resources and moving them from the pathway of violence to social integration and support.

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Gather Data

Mission

Scope

Name

Team Process

Membership

Multiple Teams

Analyze Risk

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Intervene

TOPICS FOR TODAY

Who Should We Expect?

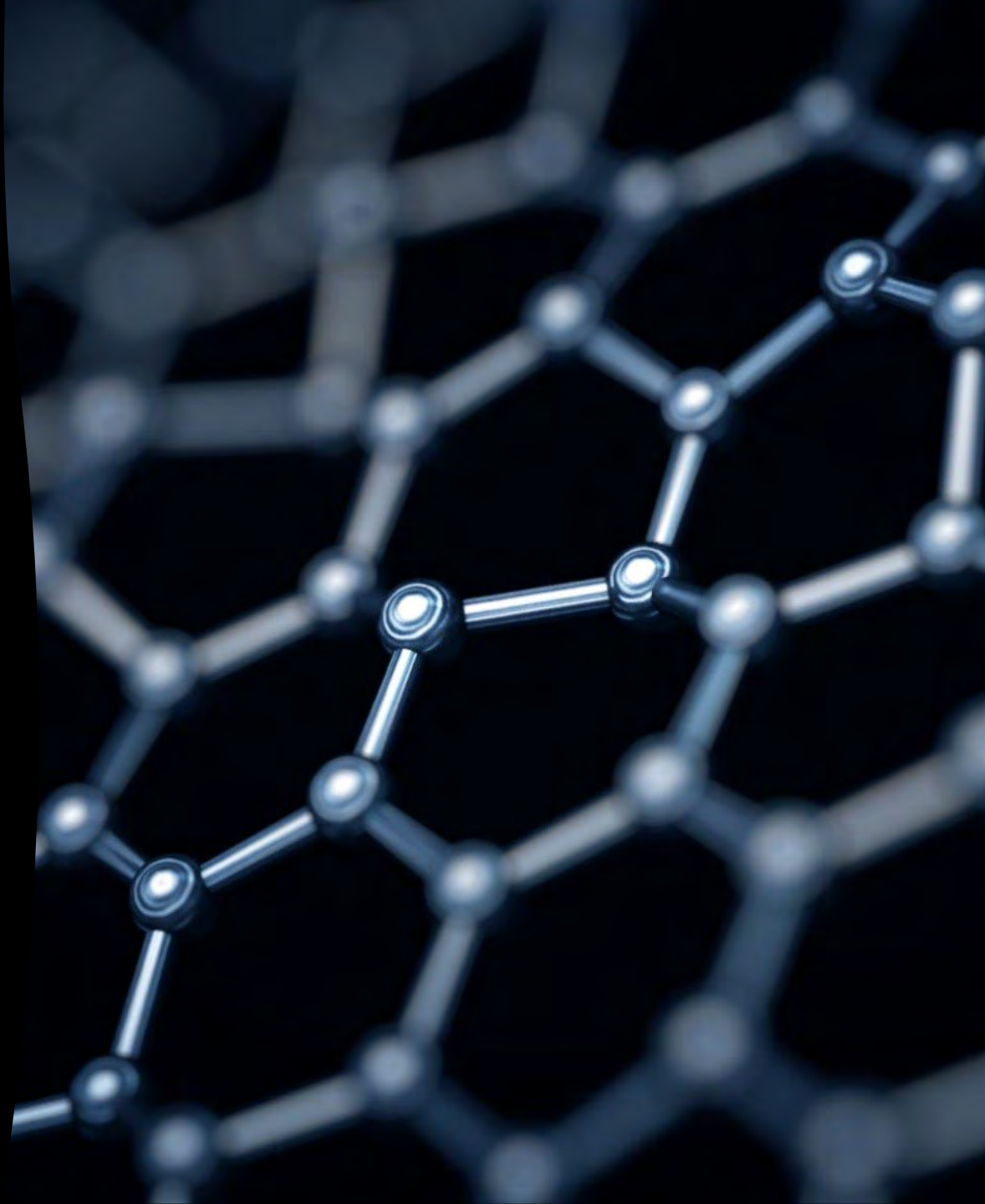
Elephant, Three Phases

Membership & Policy

Reporting

Disability Awareness

Information Sharing



Mission

Scope

Name

Team Process

Membership

Multiple Teams

Student Conduct
Counseling
Campus Police
VPSS or Dean
Case Manager
ADA/504
Faculty Representative
Health Services

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Find a balance between

Frequency of Meetings

Leadership

Budget

Policy & Procedures

Cultural Awareness

Disability Awareness

Website

Team Presentation

Other Marketing

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TOPICS FOR TODAY

Who Should We Expect?

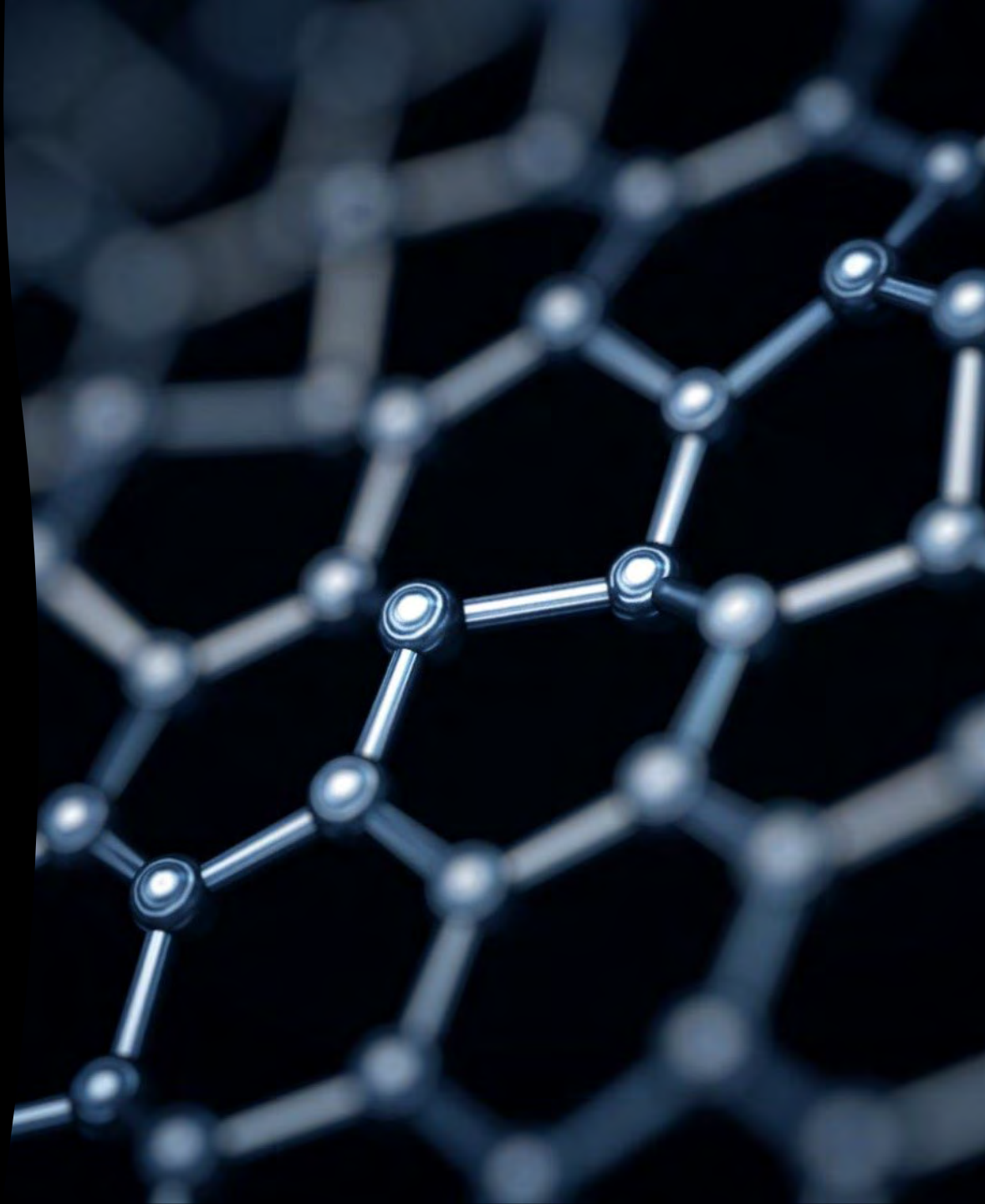
Elephant, Three Phases

Membership & Policy

Reporting

Disability Awareness

Information Sharing



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Share with any BIT Team Member

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Allow Anonymous Sharing

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Anonymous

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Allow external sharing

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Don’t expect too much

- Receiving Concerns
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- Psychological Assessments
- Interventions
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- Case Management
- Record Keeping
- Database Utilization

D·PREP
SAFETY DIVISION

MARKETING YOUR BIT/CARE TEAM: THE CONCERN FORM

TOPICS FOR TODAY

What Should We Expect?

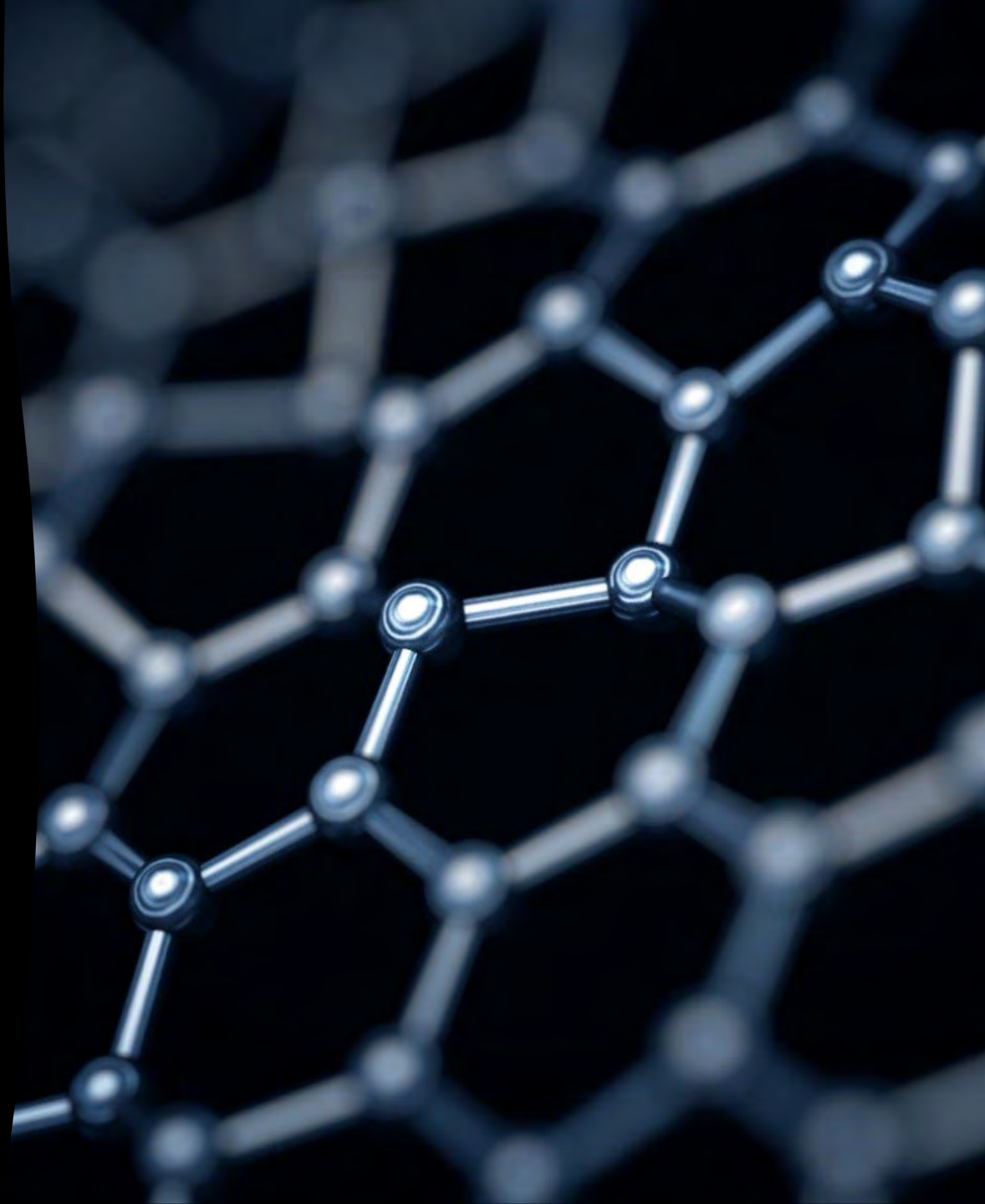
Elephant, Three Phases

Membership & Policy

Reporting

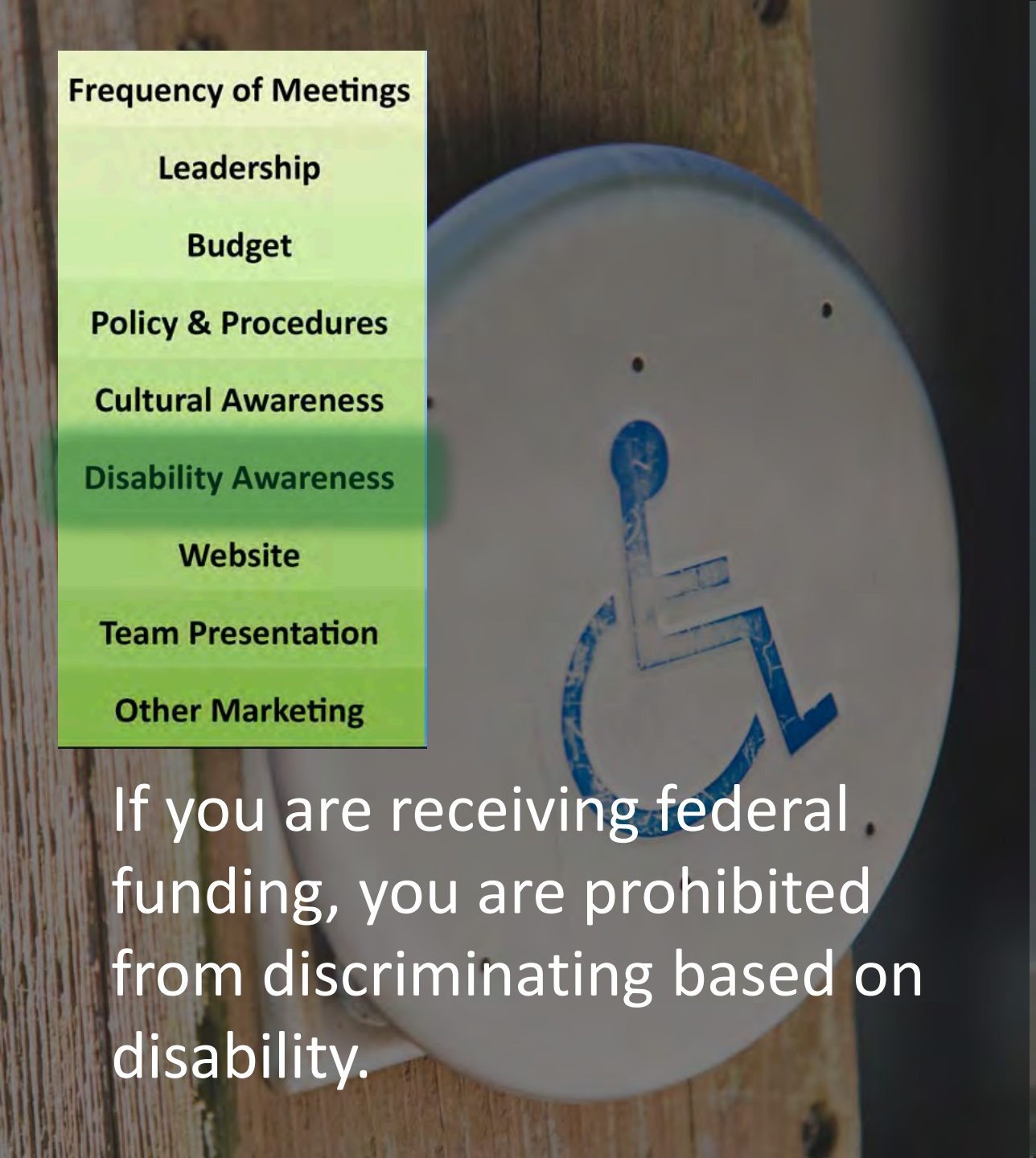
Disability Awareness

Information Sharing



- Frequency of Meetings
- Leadership
- Budget
- Policy & Procedures
- Cultural Awareness
- Disability Awareness
- Website
- Team Presentation
- Other Marketing

Americans with Disabilities Act



- Frequency of Meetings
- Leadership
- Budget
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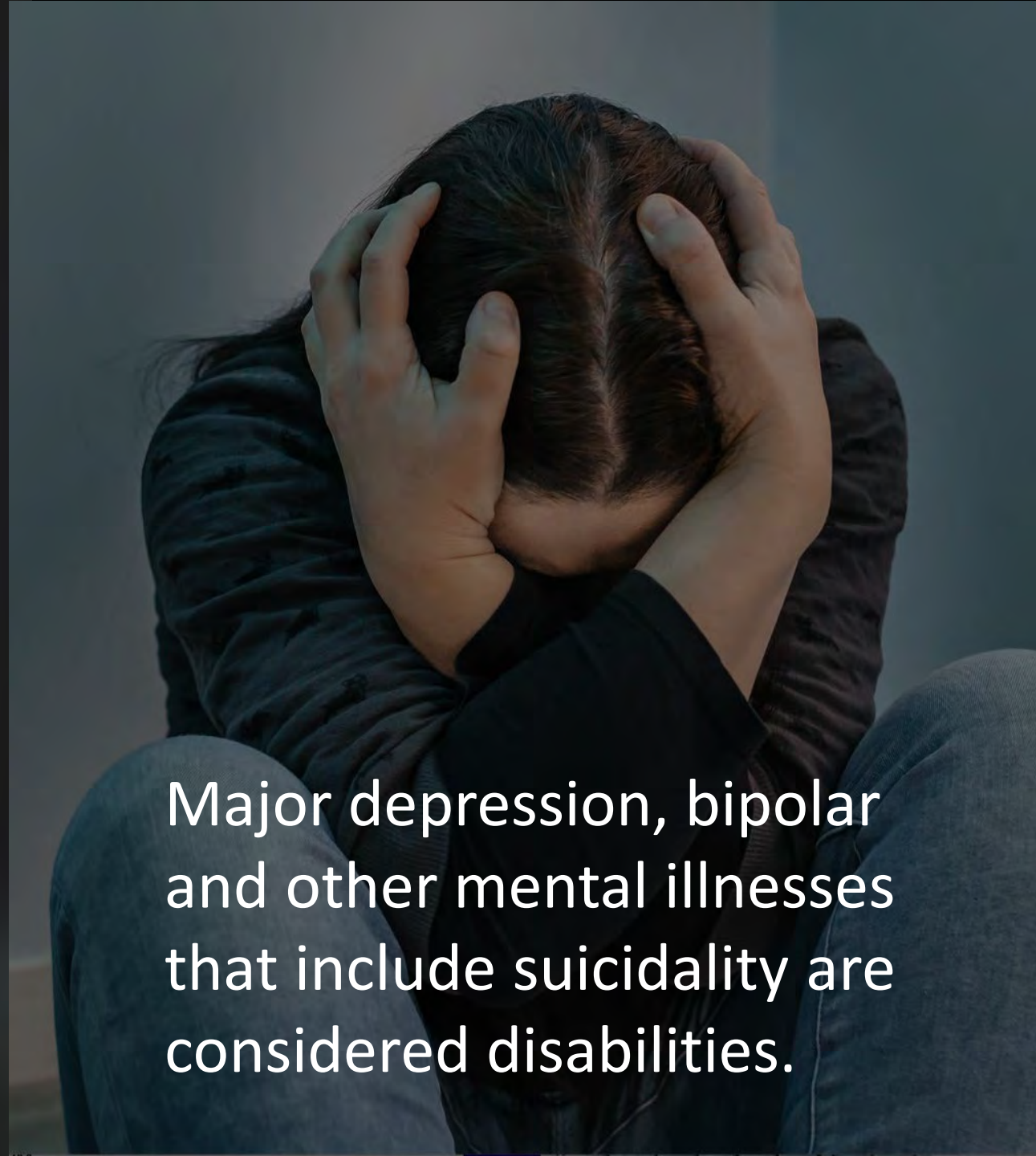
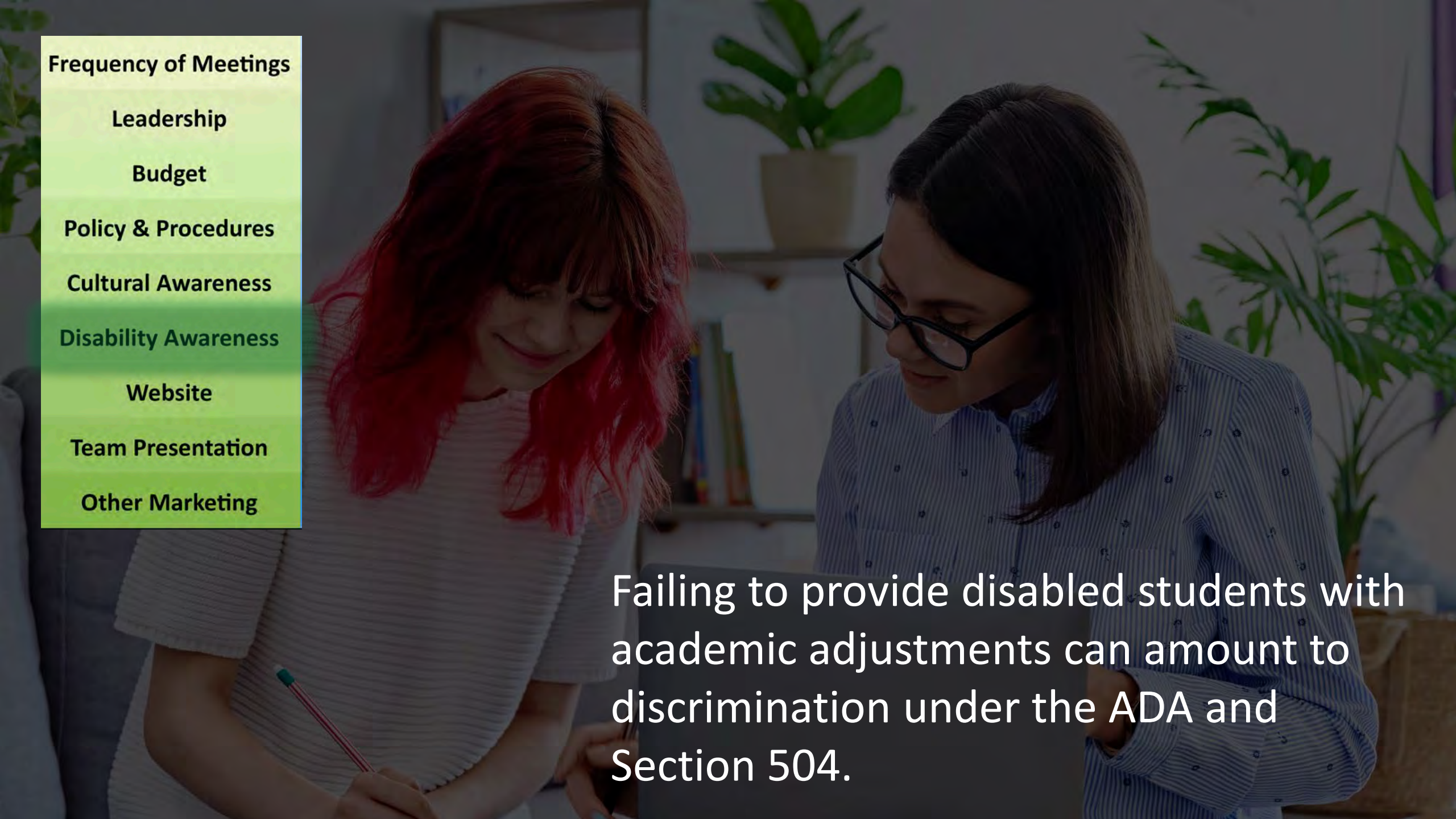
If you are receiving federal funding, you are prohibited from discriminating based on disability.

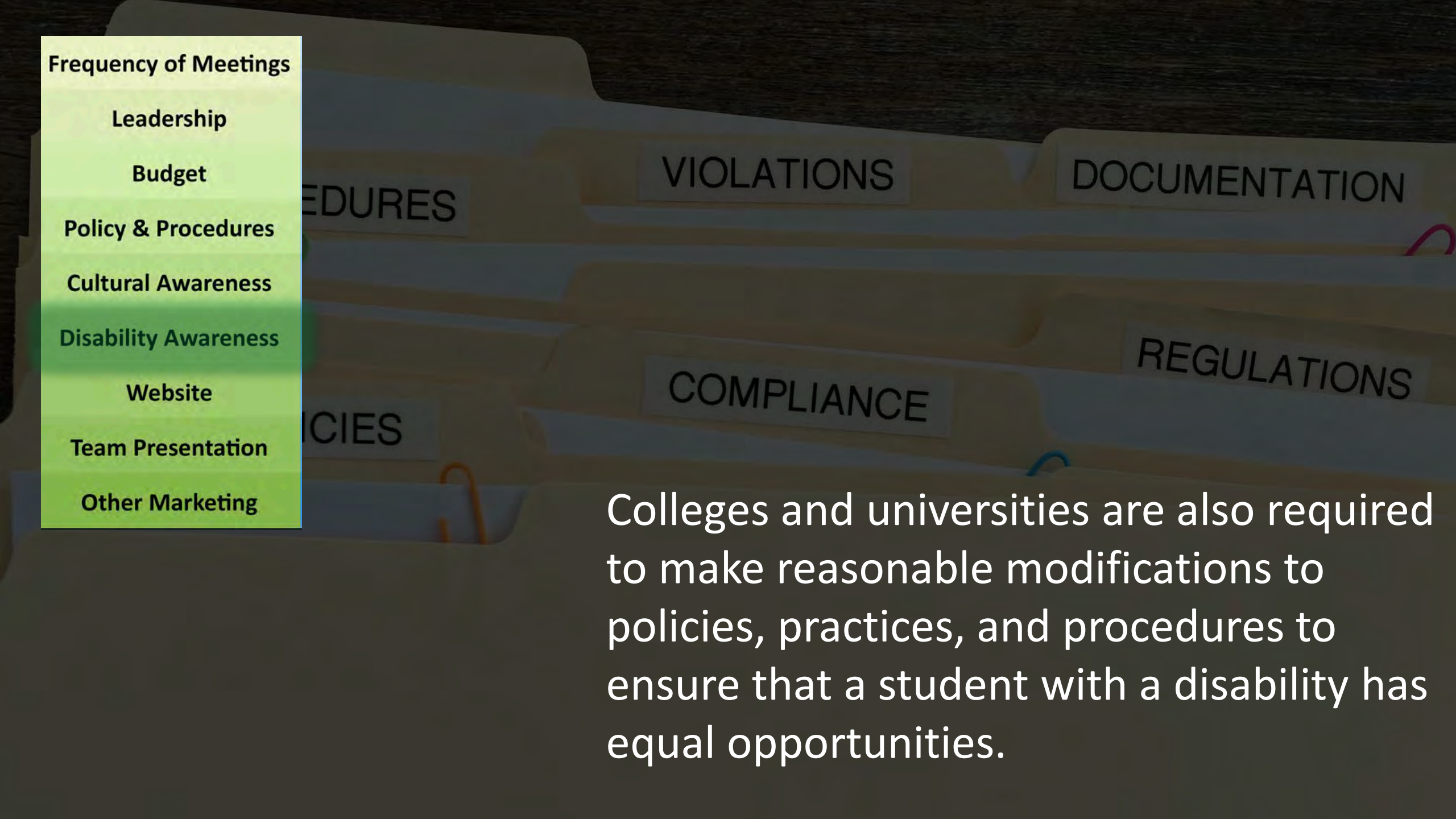


Major depression, bipolar and other mental illnesses that include suicidality are considered disabilities.

Frequency of Meetings
Leadership
Budget
Policy & Procedures
Cultural Awareness
Disability Awareness
Website
Team Presentation
Other Marketing
The ADA and Section 504 both prohibit colleges and universities from discriminating against applicants with disabilities in the admissions process.



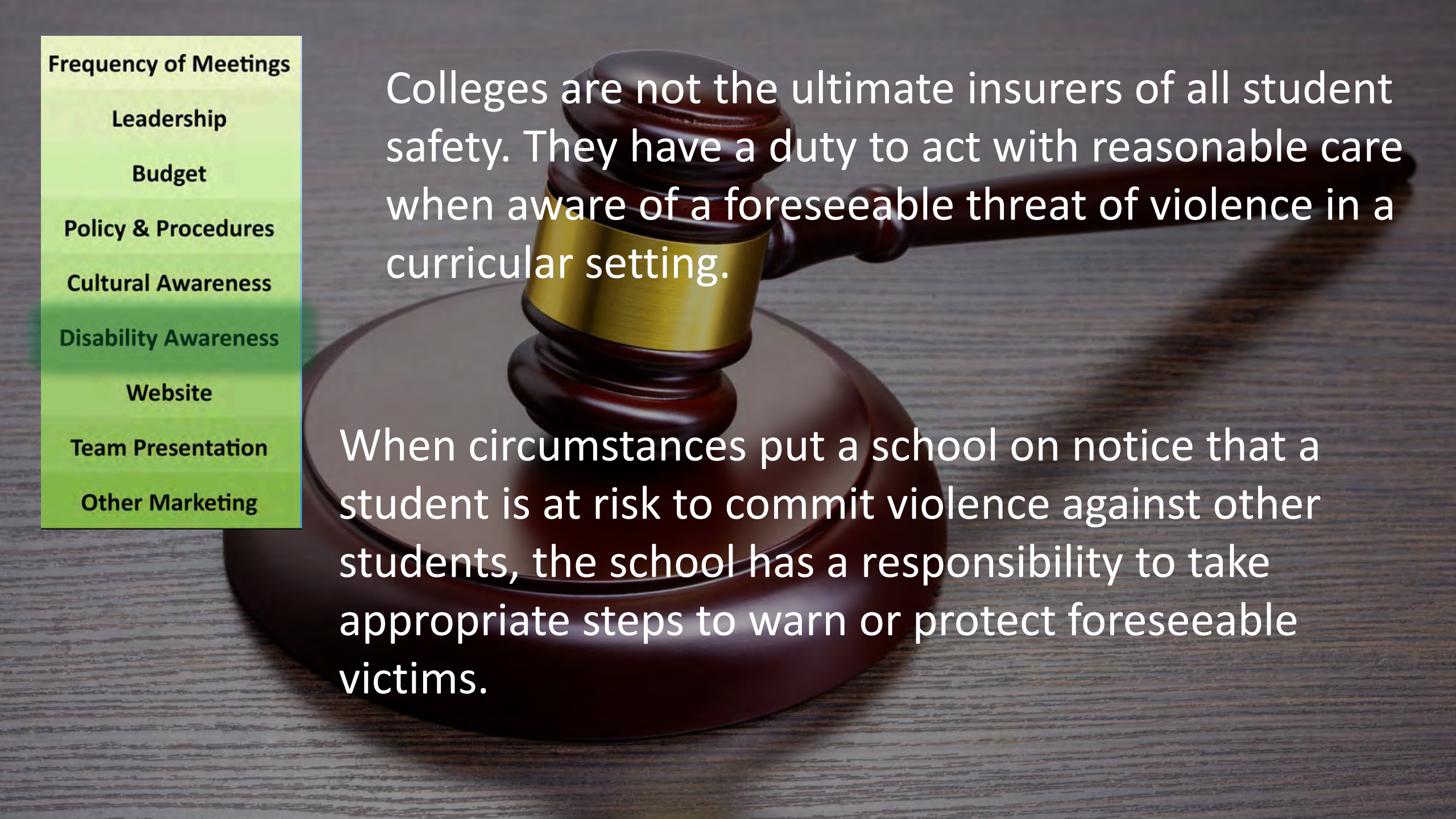
Failing to provide disabled students with academic adjustments can amount to discrimination under the ADA and Section 504.



Colleges and universities are also required to make reasonable modifications to policies, practices, and procedures to ensure that a student with a disability has equal opportunities.

- Frequency of Meetings
- Leadership
- Budget
- Policy & Procedures
- Cultural Awareness
- Disability Awareness
- Website
- Team Presentation
- Other Marketing

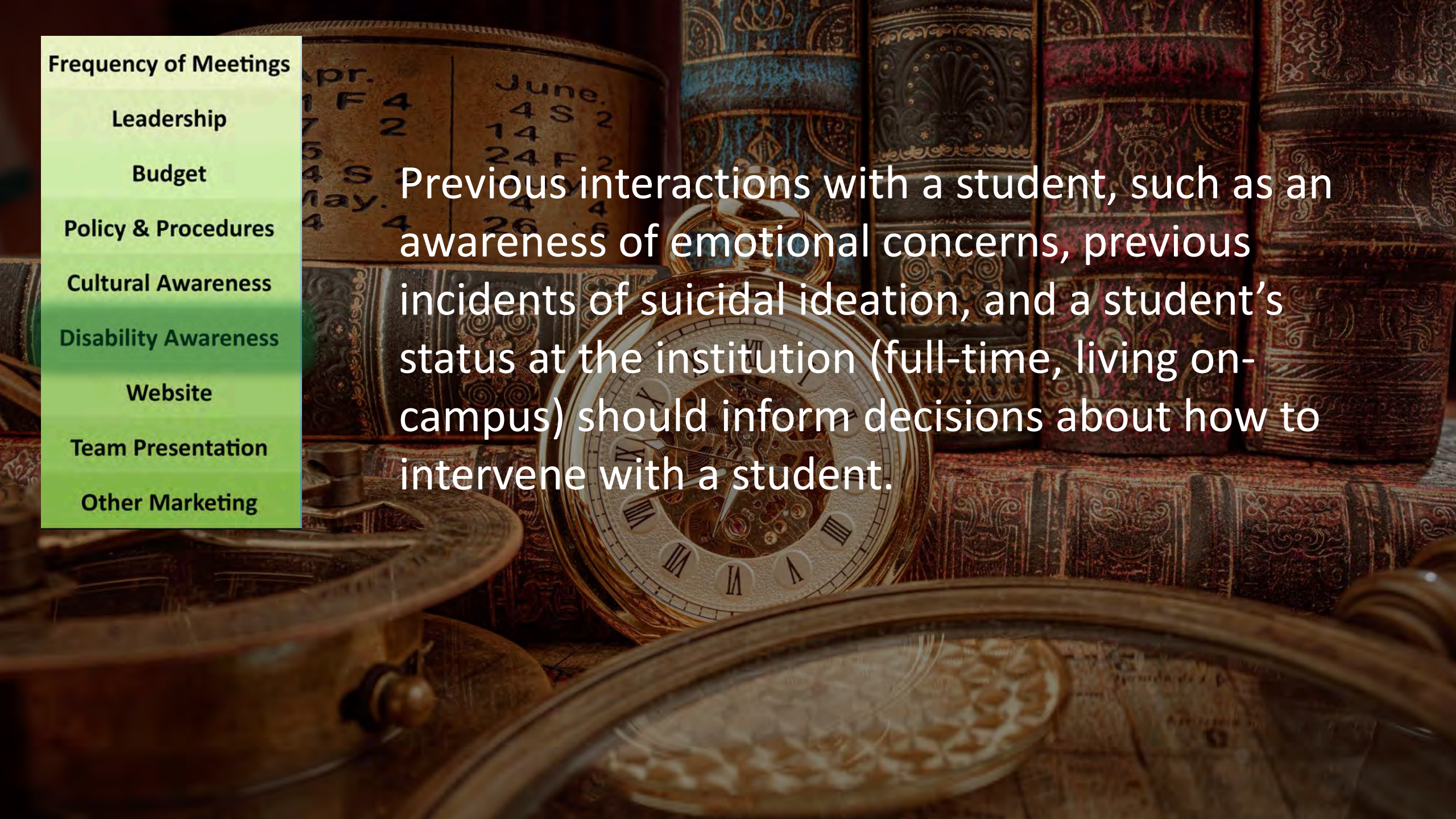
Separation based on a a direct threat must be individualized and include consideration of reasonable accommodations likely to reduce level of risk to others and the Supreme Court's test, which demands analysis of "the nature, duration and severity of the risk."



Colleges are not the ultimate insurers of all student safety. They have a duty to act with reasonable care when aware of a foreseeable threat of violence in a curricular setting.

When circumstances put a school on notice that a student is at risk to commit violence against other students, the school has a responsibility to take appropriate steps to warn or protect foreseeable victims.

Frequency of Meetings
Leadership
Budget
Policy & Procedures
Cultural Awareness
Disability Awareness
Website
Team Presentation
Other Marketing
When threats to others occur, quick and coordinated actions by BIT/CARE teams and campus police are needed.



Previous interactions with a student, such as an awareness of emotional concerns, previous incidents of suicidal ideation, and a student's status at the institution (full-time, living on-campus) should inform decisions about how to intervene with a student.

Frequency of Meetings

Leadership

Budget

Policy & Procedures

Cultural Awareness

Disability Awareness

Website

Team Presentation

Other Marketing

DISABILITY DISMISSAL

- Unqualified for the program based on program expectations set for all students at start of program or…
- the student's accommodation needs fundamentally alter the program or service
- the accommodation necessary for the student to become qualified poses an undue burden to the college or university
- the student poses a direct threat to the health or safety of others that cannot be eliminated or reduced by providing a reasonable accommodation.

Frequency of Meetings

Leadership

Budget

Policy & Procedures

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MEDICAL LEAVE

- Have clear policy
- Practice policy consistently
- Understand challenges of forced leave
- Apply equally to physical and mental illness
- Educate student about financial impact
- Avoid readmission pitfalls
- Don’t skip conduct process for weapons or community disruptive behaviors
- Understand limits to self-injury separation
- Understand limits of harm to others application

Frequency of Meetings

Leadership

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Disability Awareness

Website

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Other Marketing

CONDUCT

- Use a progressive conduct policy
- Make use of punitive, developmental and restorative conduct approaches
- Address silos present in separate res-life and conduct processes - lean into BIT/CARE
- Attend to past conduct actions as they inform future conduct outcomes
- Be wary of “no harm” contacts as they often convey an awareness of risk as well as have little efficacy

- Frequency of Meetings
- Leadership
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TOPICS FOR TODAY

What Should We Expect?

Elephant, Three Phases

Membership & Policy

Reporting

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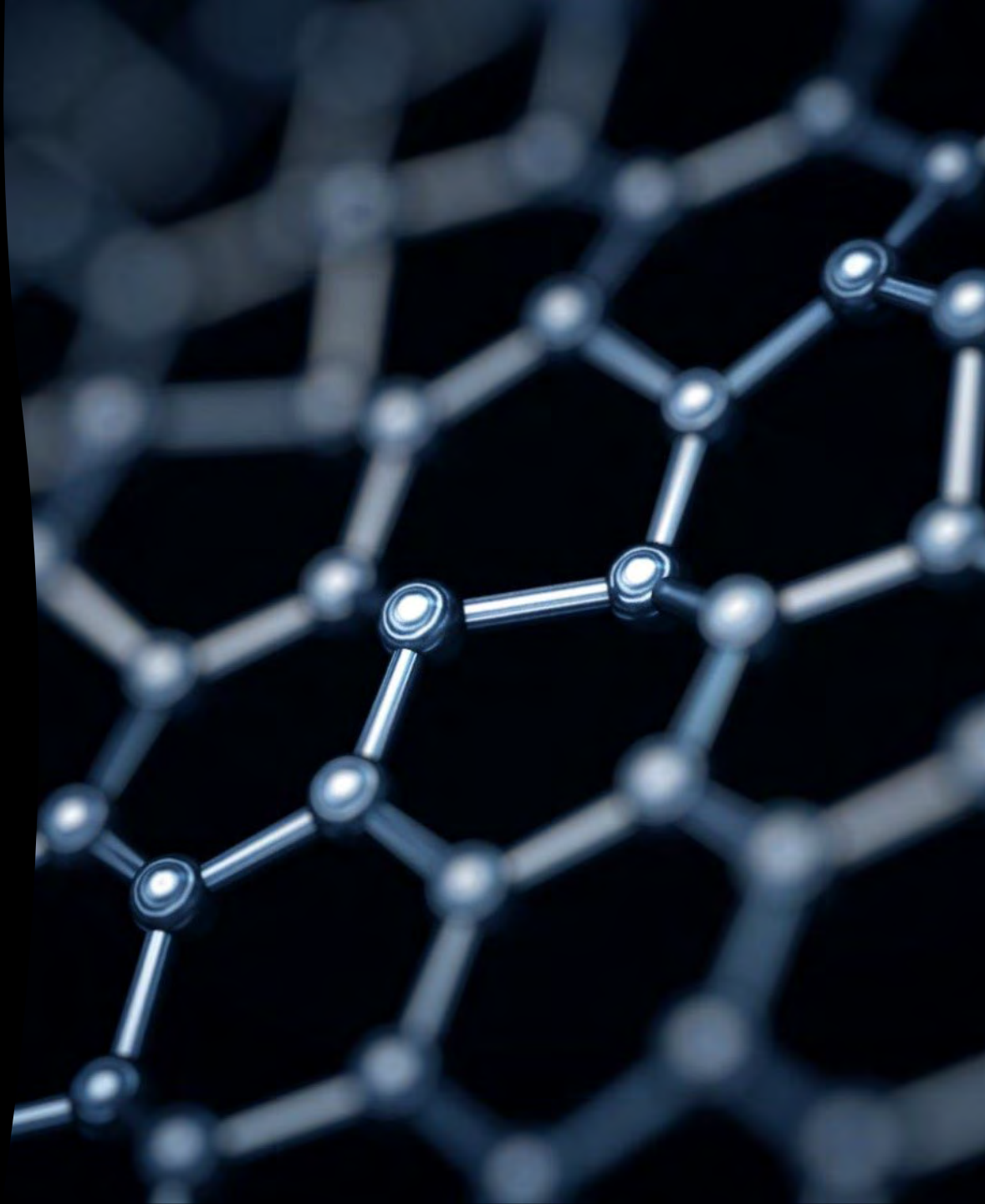
Information Sharing



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FERPA

Family Educational Rights and Privacy Act

FERPA

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“This is highly confidential, so, yes, we built a little fort”

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HIPAA

Health Insurance Portability and Accountability Act

State Confidentiality Laws

These laws govern various types of medical and mental health practice.

Some medical examples include medical doctors, physician assistants, nurses, athletic trainers, and physical therapists.

Some mental health examples include licensed professional counselors, licensed social workers, psychologists, psychiatrists, substance abuse counselors (LADC), marriage and family counselors, dance and movement therapists, couples' counselors, and those who are licensed with a master’s in divinity.

Information Sharing

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Loop Up/Down

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Reduce Silos

We’d love to hear from you….

www.dprepsafety.com/feedback

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Director of Behavior & Threat Management

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SAFETY DIVISION

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