

Campus Violence and Threat Assessment Plan

The College is committed to providing a safe environment for all employees, students, and guests. The College expressly prohibits any acts or threats of violence by any person in or about the College's facilities at any time. The College will respond promptly to threats, acts of violence, and acts of aggression by employees, students, partners, or other community members.

What to Watch For

The Campus Violence and Threat Assessment Plan is founded on the principles of early intervention for students, employees, partners or other community members who are experiencing extreme distress or engaging in harmful or disruptive behaviors. Categories unacceptable behavior includes, but is not limited to, the following:

1. Acts and threats of violence towards a specific person(s), unspecified person(s), and or the college as a whole.
2. Significant violent ideations, the expression of violent ideas, and/or the expression of intention to harm others.
3. Suicidal threat, attempt, and/or significant suicidal ideation.
4. Significant intimidation, harassing, threats, and/or behavior that otherwise endangers any person.
5. Unwelcome conduct of a sexual nature including, but not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
6. Attempting to control processes, outcomes, or decisions that are inappropriate given the person's standing or position.
7. Pursuing options that do not reasonably exist and continuing to do so after being instructed to cease.
8. Delusional ideation(s) or behavior.
9. Use, possession or distribution of drugs, excessive alcohol, weapons, explosives, or dangerous chemicals.

What to Do

Any person witnessing or overhearing conduct that they believe may pose an imminent threat to safety, security or health should call 9-1-1 immediately. If the conduct does not pose an imminent threat, but is of a concerning nature or poses moderate threat, individuals should contact Security (security@westernnc.edu or 608-785-9191), the Dean of Students Office (mcneelys@westernnc.edu or 608-785-9445), or Behavior Intervention Team (BIT@westernnc.edu).

About the Behavior Intervention Team (BIT)

As part of the Campus Violence and Threat Assessment Plan, a designated Behavior Intervention Team has been formed and charged with implementing the plan and determining the individuals responsible for education and prevention of violence on campus. The team is comprised of faculty, campus administration, counseling, disability services, public safety, human resources and student life. The team is charged with conducting threat assessments, address inappropriate, dangerous or threatening behavior, and provide guidance for preventing violence and providing support services. BIT uses fact-

based assessment processes to investigate threats or actions and identify situation specific action plans. Threat assessments are evaluated using the National Behavior Intervention Team Association (NaBITA) threat/risk assessment tool. The team also conducts post-action assessments to evaluate the effectiveness of the response(s) on a case-by-case basis.

Members of BIT have access to specific information related to incidents of threats or violence including information specific to individuals involved. Other individuals may have access to some of the information to the extent that it is necessary for the college to fulfill its mission to provide safe learning and working environment and to ensure the safety of the college community. Privacy interests will be protected as required by state and federal laws. All areas and members of the college community are required to cooperate with requests from the BIT relative to successfully monitoring any threatening behavior.

The BIT meets every two weeks to discuss non-emergent issues and previous issue updates. For emergent issues/concerns, the team or subset of the team will meet in a timely fashion to make an immediate response. The chair of the BIT will make the determination of the need for an emergent meeting.

College Policies Related to Violence and Violence Prevention

- **College Violence and Weapon Policy** (<http://wire1.westerntc.edu/policy/c0103.htm>):

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The College prohibits the possession of weapons or carrying of concealed weapons in facilities leased, owned or operated by the College or at any College-sponsored event or activity to the greatest extent permitted by state law.

For the purposes of this policy, "weapon" is defined as any device designed as a weapon and capable of producing death or great bodily harm, including any ligature or other instrumentality used on the throat, neck, nose, or mouth of another person to impede, partially or completely, breathing or circulation of blood, and including any electric weapon. The definition of "weapon" includes "look alike" weapons, meaning any object which could reasonably be mistaken for a weapon as defined by this policy, regardless of whether it is manufactured for that purpose.

Reference: Procedure C0103p

- **Student Code of Conduct** (<http://wire1.westerntc.edu/policy/e0700.htm>):

Western Technical College provides education and training to the residents of the Western District. As a learning organization, Western monitors student conduct and encourages positive behaviors in support of a positive teaching and learning environment as well as Western's values (<http://www.westerntc.edu/aboutwestern/mission.asp>). A student is defined as any person who attends and/or is enrolled in any classes or program at the college.

In the classroom and in all aspects of college life, our goal is to provide the best opportunity for student success for all. Aspects of college life range from attending classes to being a representative of the College in the community and beyond. The College will take action to prevent and stop any negative behavior that inhibits learning. The following actions and/or behaviors shall be considered violations of the Student Code of Conduct and will subject any student or student organization to possible conduct sanctions:

1. Physical or verbal abuse of any person.
2. Disruption of the normal operation of the College, including behavior which prevents or interferes with a program, event or classroom instruction.
3. Endangerment of the health, safety or rights of any person.
4. Theft or damage to College property or property of any person on campus.
5. Unauthorized entry or use of a College facility.
6. Use, possession, or distribution of drugs, alcohol, firearms, explosives, dangerous chemicals, or other weapons; being under the influence of alcohol or drugs; and/or use of tobacco on campus property.
7. Academic dishonesty such as plagiarism or cheating (see Academic Dishonesty Definition in Student Handbook).
8. Unethical, inappropriate, or illegal use of technology in the District.
9. Failure to comply with reasonable request of College officials acting in the performance of their duties and/or failing to positively identify one's self to a College official when requested to do so.
10. Violent or threatening behavior such as, but not limited to, sexual assault, sexual harassment, domestic violence, dating violence, and stalking.
11. Engaging in actions which intimidate, harass, threaten, coerce, or otherwise endanger any person.
12. Bullying such as aggressive and continual behaviors of making threats, spreading rumors, attacking someone physically or verbally, and/or purposefully excluding a person from learning opportunities whether in person or through technological means
13. Retaliation (any adverse action whether physical, verbal or psychological) toward an individual or group who initiated a complaint with the College.

Should alleged violations of the Student Code of Conduct arise, a hearing procedure will be followed in accordance with the College conduct guidelines and/or the Nonacademic Code of Conduct Hearing Process. If determined that a violation did occur, conduct sanctions may range from referral for counseling support in situations where students need support services to suspension or expulsion from the College in situations where serious violations arise. In keeping with the mission of the College, any action taken will reflect an opportunity for the student to learn conduct that is more conducive to a positive learning environment.

Response to Students Who Engage in One or More Concerning Behavior

1. 9-1-1 is contacted to as appropriate to address immediate threat of harm. If the conduct does not pose an imminent threat, but is of a concerning nature or poses moderate threat,

individuals should contact Security (security@westernnc.edu or 608-785-9191), the Dean of Students Office (mcneelys@westernnc.edu or 608-785-9445), or Behavior Intervention Team (BIT@westernnc.edu), or complete an online incident report (<http://www.westernnc.edu/incident/>)

2. The Vice President for Student Development and Success may invoke interim suspension as appropriate.
3. The BIT engages in early intervention and the situation is reviewed and/or monitored as appropriate.

When an incident/report is received:

1. The report is read by all members
2. The report is discussed and the NaBITA Threat Assessment Tool is consulted to assess level of threat.
3. Appropriate action steps are identified. They may include, but are not limited to:
 - a. Monitor only – no immediate action needed
 - b. Informal outreach to the student to determine his or her well-being
 - c. Meeting with the student to discuss his or her needs, resources available, and/or the expectations of the college regarding his or her behavior.
 - d. Referring the student to various services or programs on campus
 - e. Notifying parents of situation/concern
 - f. Contacting local authorities to recommend a student well-being hold
 - g. Referring the student for an outside assessment
 - Nature, duration and severity of risk
 - Probability of potentially threatening injury occurring
 - Whether reasonable modifications of policies, practices or procedures could be implemented to mitigate risk
 - h. Referring student for student conduct action
 - i. Recommending separation of student from the College in accordance with established College policies and procedures
4. Identify and assign follow-up steps or procedures
5. Record all data collected and actions taken in the appropriate record keeping format