What is the Behavior Intervention Team (BIT)?

**Mission:**
To enhance open communication within the College community pertaining to the promotion of a safe living and learning environment.

To assess reported threatening or violent behaviors and develop action plans to promote a safe campus environment.

Typical behaviors that should be reported include:
- Disruptive behavior
- Possession of a weapon
- Conduct violations
- Emotionally troubled individuals
- Hostile or aggressive behavior
- Alarming references to fires, firearms or bombs
- Acts motivated by hatred or discrimination
- Alcohol or drug abuse
- Drastic, unexpected behavior change

Individuals are expected to use their judgment as to what is reportable, erring on the side of over-reporting, when in doubt.

**WHO SHOULD I CONTACT?**

- Dean of Student Affairs
  304-788-6843
- University Police Chief
  304-788-6930
- University Police Cell Phone
  301-707-0655
- Student Conduct Coordinator
  304-788-7248
- College Psychologist
  304-788-6976
- Residential Education Director
  304-788-7406
- Health Services Nurse
  304-788-6913
- Associate Provost/Dean of Academic Affairs
  304-788-6865

**CALL 911 IF VIOLENCE IS IMMINENT OR IS OCCURRING**

Students, faculty, staff, family members, friends or acquaintances of an individual of concern may use the following email to notify the team of non-emergency situations:
PSC-Cares@mail.wvu.edu

You may also contact the University Police Chief or the Dean of Student Affairs.
PURPOSE

The purpose of the Behavior Intervention Team (BIT) is to identify and defuse campus threats before they escalate and become violent. This team serves as a designated referral point where behaviors of concern can be addressed. Often, no single piece of information is enough to prevent a tragedy; however, the accumulation of information helps to identify a person-at-risk, allowing for intervention and prevention.

Successful intervention of threatening incidents and violent behavior is dependent upon an immediate and coordinated assessment of each individual situation. Troubling behavior in its early stages is largely correctable and minimally volatile. This team meets regularly to discuss issues related to violence and potential threats directed towards the Potomac State College community.

The team provides a structured way to share information regarding potential acts of violence that will allow for appropriate intervention.

TEAM OBJECTIVES

Identify – Often, the accumulation of information identifies a person who poses a threat and helps to identify the level of that threat; therefore, the team ensures appropriate information exchange.

Assess – If additional information is needed to assess the level of risk, the team functions as an investigative body charged with gathering relevant and confidential information for the purposes of providing for the safety, security and well-being of the person-at-risk and the campus community at large.

Manage – When a determination is made that the person in question is at risk or poses a risk to others, the team recommends and/or implements steps for intervention, which may be medical, psychological, judicial or legal. In many cases, the standing policies and procedures of the College and external agencies dictate the intervention strategies.

Reduce – Addressing minor violations of College policies reduces the risk of aggressive behavior; thereby, increasing the possibility of peaceful solutions.

Educate – The team seeks to educate the College community about BIT and to provide professional development opportunities for BIT members to stay current in relation to “best practices.”

RECOGNIZING AND ACTING ON THE EARLY WARNING SIGNS

The Behavior Intervention Team cannot completely protect the College or respond to unreported incidents. Members of the campus community are expected to take any threat or violent act seriously and to immediately report such acts to appropriate personnel or to the police.

Violent or threatening acts can be complex, intimidating, scary, and confusing. Faculty, staff, students, and guests should not put themselves in danger, but should contact a BIT member who will enact the team.

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