Behavioral Assessment Intervention Team (BAIT)

Date: March 8, 2022

Century College
3300 White Bear Avenue
White Bear Lake, MN 55110
# Table of Contents

Mission ...........................................................................................................................................3

Membership ...................................................................................................................................3

  Committee Members ................................................................................................................3

Process ...........................................................................................................................................3

  Assessment Guide ....................................................................................................................4
  NaBITA ..................................................................................................................................7

Meeting Guidelines ..................................................................................................................9

Data Collection ..........................................................................................................................9

Resources .......................................................................................................................................9
Behavioral Assessment Intervention Team

Mission
Interdisciplinary team intended to bring together multiple sources of campus information on a student, form a more complete picture of the student’s behavior, and determine options.

Membership
The team is composed of the following individuals, representing various functional areas of the College:

Committee Members
- Student Affairs, Kristin Hageman, Dean of Students; Title IX Coordinator
- Student Affairs, Dr. Jennifer Rassett, Director for Student Life and Leadership Development; Deputy Title IX Coordinator
- Student Affairs, Aarin Distad, Assistant Director of Orientation; Conduct Officer
- Student Affairs, Colleen Cahill, Assistant Director for Student Life and Leadership; Conduct Officer
- Student Affairs, Hannah Heublein, Student Affairs Support Specialist; Conduct Assistant
- Student Affairs, Janet Wacker, Counselor
- Student Affairs, Crystal De Kam, Counselor
- Student Affairs, Melissa Traxler, Access Services Coordinator
- Academic Affairs, Beth Hein, Academic Dean
- Faculty, Cathy Crea, Reading/Student Success
- Public Safety, Jason Philipp, Director of Public Safety
- Public Safety, Nathan Mens, Lead Campus Security Officer & Clery Compliance Officer

As a BAIT Team member, you have been identified as a Campus Security Authority in compliance with the Clery Act. This role requires you to receive and participate in specialized training on this responsibility. You are considered a mandatory reporter of crimes and other actions that are reportable in compliance with the Clery Act and Violence Against Women Act requirements.

Process
Initial Inquiry
Primary
1. Was there a specific or direct threat of violence communicated?
2. Was a possible target (person or place) identified?
3. Has the individual shared any aspects of a specific plan for violence?
4. Has the individual begun any action towards enacting a plan for violence?
5. Has the individual acquired or attempted to acquire weapons or other means?
6. Has the individual shared any thoughts/veiled threats of violence?
7. Any communication of suicidal thoughts, plans, or attempts?
8. Are there behaviors that are significantly disruptive to the campus?

Gather Information
• Faculty and staff members
• Conduct records
• Faculty and staff grievances
• Access Center
• Campus Security

• Local law enforcement
• Previous school
• Email/internet information
• Counseling Center
• Person of Concern
# Assessment Guide

## Summary of concern:

<table>
<thead>
<tr>
<th>Information</th>
<th>Date:</th>
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</thead>
<tbody>
<tr>
<td>Name:</td>
<td></td>
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<tr>
<td>ID#:</td>
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<tr>
<td>DOB:</td>
<td></td>
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<tr>
<td>Contact Info:</td>
<td>Person Reporting:</td>
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<tr>
<td>Other:</td>
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</tbody>
</table>

### Status:

- [ ] Student
- [ ] Faculty
- [ ] Staff
- [ ] Other: ________________________________

### Team Members Present:

- Date of Review: ________________
- •
- •
- •
- •
- •
### Background Checklist

- ISRS
- Transcript
- Other Institutions
- Maxient
- Access Center
- Public Safety
- Hobsons (Advisor Notes)
- Google
- MN Courts
- MN BCA
- Social Media (Facebook, Twitter, Tumblr, YouTube, Twitter)

### 1. Communication

**Regarding self, person or entity:**
- Direct threat
- Indirect threat
- Veiled threat
- Conditional threat

**Notes:**

### 2. Leakage

- Communication revealing clues of potential self-harm, attack (e.g. homework, email, etc.)
- Others reporting concern (range from odd discomfort to a complete list of details)
- Feelings, thoughts, fantasies, shared with others
- Web search: Social media, YouTube, Facebook, etc.

**Notes:**

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4
3. **Pathway—Warning Behavior**

- Research/planning
- Rehearsal/practice
- Acquisition of weapons/methods for self-harm
- Probing location
- Taken steps toward a plan
- Energy burst
- Other

Notes: 

4. **Fixation/Identification**

- Homicidal ideation
- Suicidal ideation
- Externalizing blame
- Social isolation
- Preservation on person, cause, location, entity or situation
- Lacking empathy, guilt, love, sympathy
- Stalking
- Groups, heroes, affiliations
- Pseudo-commando/warrior mentality
- Drastic/unexplained behavior changes
- Weapons fascination

Notes: 

5. **Last Resort**

- Hopelessness/desperate
- Lack of options (feels trapped)
- Suicidal ideation
- Violence as a way to solve the issue/problem
- Consequences are justified
- Upcoming events (graduation, anniversary dates, law suit, etc.)
- Humiliation/failure
- Coping skills
- Externalizing blame
- Injustice collector

Notes: 

6. **Mitigators/Inhibitors**

- Identify positive supports
- Future goals/aspirations
- Positive personal health
- Financial counseling/support
- Hobbies/areas of interest
- Employment support (vocational rehabilitation)
- Counseling support
- Faith-based resources
- Veteran’s resources
- Child-care resources

Notes: 

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5
Team Discussion/Action

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**NaBITA Threat Assessment Tool**

**Pathway to Violence**

Modified from Callahan & Wexner 2003
NaBITA THREAT ASSESSMENT TOOL

MENTAL & BEHAVIORAL HEALTH, "THE D-SCALE"

DYSREGULATION/MENTALLY DISABLED*
- Suicidal
- Parasuicidal (extreme cutting, eating disordered)
- Individuals engaging in risk taking behaviors (e.g., substance abusing)
- Hostile, aggressive, relationally abusive
- Individuals deficient in skills that regulate emotion, cognition, self, behavior and relationships

DISTURBANCE
- Behaviorally disruptive, unusual and/or become acting
- Destructive, apparently harmful to others
- Substance abusing

DISTRESS
- Emotionally troubled
- Individuals impacted by situational stressors and traumatic events
- May be psychologically symptomatic

GENERALIZED RISK

NINE LEVELS OF AGGRESSION

EXTREME
- Lose/Lose Attack

SEVERE
- Win/Lose Attack
- Limited Destructive Blows

ELEVATED
- Threat Strategies

MODERATE
- Forced Loss of Face
- Image Destruction

MILD
- Actions vs. Words
- Harmful Debate
- Hardening

*Medically Disabled is a clinical term, as in a psychiatric disorder, that is not the same as "disabled" under Federal Law.

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<table>
<thead>
<tr>
<th>Classifying Risk</th>
<th>Intervention Tools to Address Risk as Classified</th>
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</thead>
<tbody>
<tr>
<td><strong>Mild Risk</strong></td>
<td>- Confrontation by reporter</td>
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<td>- Behavioral contract or treatment plan with student</td>
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<td>- Student conduct response</td>
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<td></td>
<td>- Evaluate for disability services and/or medical referral</td>
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<td>- Conflict management, mediation, problem-solving</td>
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<tr>
<td><strong>Moderate Risk</strong></td>
<td>- Confrontation by reporter</td>
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<td></td>
<td>- Behavioral contract or treatment plan with student</td>
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<tr>
<td></td>
<td>- Evaluate for disability services and/or medical referral</td>
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<tr>
<td></td>
<td>- Conflict management, mediation (not if physical/sexual), problem-solving</td>
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<tr>
<td><strong>Elevated Risk</strong></td>
<td>- Confrontation by reporter</td>
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<td>- Evaluate parents/guardian notification</td>
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<td>- Evaluate need to request permission from student to receive medical/ educational records</td>
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<td>- Consider interim suspension if applicable</td>
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<td>- Evaluate for disability services and/or medical referral</td>
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<td>- Consider referral or mandated assessment</td>
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<td><strong>Severe Risk</strong></td>
<td>- Possible confrontation by reporter</td>
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<td>- Parent/guardian notification (obligatory unless contraindicated)</td>
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<td>- Evaluate emergency notification to others (FERPA, HIPAA, Clery)</td>
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<td></td>
<td>- No behavioral contracts</td>
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<td>- Inconceivable interim suspension if applicable</td>
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<td>- Possible liaison with local police to compare red flags</td>
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<td>- Deputize mandated assessment</td>
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<td>- Evaluate for medical/psychological transport</td>
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<td>- Evaluate for custodial hold</td>
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<td>- Consider voluntary/involuntary medical withdrawal</td>
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<td>- Direct threat eligible</td>
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<td>- Law enforcement response</td>
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<td>- Consider eligibility for involuntary commitment</td>
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<td><strong>Extreme Risk</strong></td>
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Meeting Guidelines
- Meet a minimum of once a month and as frequently as needed
- All members shall sign an annual Confidentiality Agreement
- All visitors that attend any committee meeting(s) shall sign a Visitor Confidentiality Agreement

Data Collection
- Maxient

Resources
- The National Behavioral Intervention Team Association (NABITA) – nabita.org
- The Association of Threat Assessment Professionals (ATAP) – atapworldwide.org
- Margolis Healy & Associates – campusthreatassessment.org
- The JED Foundation – jedfoundation.org
- Calhoun and Weston, 2003
- Additional resources located on I:\BAIT