



5-5

## STUDENT BEHAVIOR INTERVENTION STRUCTURE

<b>Responsible Executive:</b>	Vice President for Student Affairs
<b>Approving Official:</b>	Vice President for Student Affairs
<b>Effective Date:</b>	9-13-23
<b>Revision History:</b>	New, 9-13-23

### I. INTRODUCTION

Florida State University intentionally reviews, plans appropriate intervention and support, and monitors reports of concerning student behavior. Reported behavior and associated students are triaged through a centralized case management system in accordance with the structure outlined in this policy. Evaluation of behavior and relevant risk factors determine the appropriate and proportionate support and administrative action for a student in distress, including those students who may be at risk of harming themselves or others. The Division of Student Affairs and various campus partners have developed the FSU faculty and staff information guide to assist university community members in assisting distressed students, how to report and incident, or access immediate assistance.

### II. POLICY (Including any Forms and Attachments)

- I. Reporting Concerning Behavior
  - A. If a situation is an emergency and requires immediate attention the reporting party must call **FSUPD (850) 644-1234 or 911 if off campus.**
  - B. Mandatory reporting.
    - a. Sexual Misconduct. Responsible employees are employees (including but not limited to: faculty, adjuncts, graduate assistants, staff, coaches, student employees, and all other paid University employees) who have a mandatory duty to report known or suspected incidents of conduct prohibited under the Anti-Sexual Misconduct Policy regardless of when or where the incident occurred, or how the employee becomes aware.
    - b. Clery Crimes. Campus Security Authorities (CSAs) are university officials and others associated with the university who have significant responsibility for student and campus activities who have a mandatory duty to report crimes that met the definition of a crime under the Jeanne Clery Disclosure of Campus Security & Campus Crime Statistics Act.
    - c. Minors. For all known or suspected incidents of involving abuse (including sexual abuse) of an individual under 18 years of age, Florida law requires every individual to immediately make a report to the DCF's Abuse Hotline. Reports may be made (24 hours a day, 365 days a year) by phone using a toll-free telephone number, by

fax, or by web-based report. For more information on reporting go to: <https://www.myflfamilies.com/service-programs/abuse-hotline/report/index.shtml>. If the incident of child abuse occurs within FSU Police Department jurisdiction, the Responsible Employee must be reported to FSU Police Department (or applicable local law enforcement).

- C. A centralized reporting website is available to all members of the university as well as non-university affiliated individuals to alert the Department of Student Support and Transitions (DSST) to concerns about students and organizations to ensure appropriate triage, response, and support. DSST will review each report and assign the appropriate level of review and response. Reports can be submitted at **report.fsu.edu** for the following issues:
- a. Sexual misconduct and stalking,
  - b. Concerning behavior,
  - c. ADA/Accessibility issues,
  - d. Hazing,
  - e. Victimization,
  - f. Conduct violations,
  - g. On-campus housing incidents,
  - h. Acts of discrimination
  - i. Student organization violations (non-hazing),
  - j. Academic skills assistance referral,
  - k. Behavior issues in Canvas courses,
  - l. Posting violations, and
  - m. Zoom security violations.

## II. Purpose and Structure

Florida State University has adopted a behavior intervention structure that assigns appropriate level of evaluation and intervention based on reported behavior and related risk factors ranging from individualized case management to comprehensive threat assessment.

- A. Case Management (Priority 5)
- a. Individualized case management is utilized for students who present as navigating life challenges that may pose a barrier to their academic success or general well-being including referrals to appropriate resources, letters of support, access to emergency loan or relief funds, etc.
  - b. Case management is provided by the case management services team within the Department of Student Support & Transitions (DSST) in the Division of Student Affairs.
- B. Student of Concern Committee (SOCC) (Priority 4)
- a. SOCC intervention is utilized for individualized cases that may require heightened intervention to minimize risk for escalation of risk to self or others.
  - b. The SOCC reviews and creates an intervention strategy for developing a support plan that includes monitoring for future behavior, referrals to appropriate resources, and ongoing case management.
  - c. The SOCC is led by leadership within DSST and is comprised of the case management services team, medical and mental health services treatment coordination, academic affairs, university housing,

accessibility services, and undergraduate studies representation. Other departmental representation will be included as needed on a case-by-case basis.

- C. Student Situation Resolution Team (SSRT) (Priority 3)
  - a. SSRT intervention is utilized to address behavior that exhibits disruption to the university community and individualized cases that may require heightened intervention to minimize risk for escalation of risk to self or others. The SSRT addresses student behaviors that impact campus departments and services across campus and facilitates communication regarding concerning behavior across relevant university department to develop a comprehensive behavior management strategy for each individual student.
  - b. The SSRT reviews and creates an intervention strategy for developing a support/intervention plan that may include parental notification, deployment of university-wide services, academic planning, student conduct disciplinary action, or interaction with non-university medical or mental health services.
  - c. The SSRT is co-led by senior leadership in the division of student affairs and academic affairs and includes representation from department of student support and transitions, counseling and psychological services, campus law enforcement, university housing, undergraduate studies, graduate school, office of Title IX, international programs, center for academic retention & enhancement (CARE), and student conduct and community standards. A representative of the Office of the General Counsel serves in an advisory role. Other departmental representation will be included as needed on a case-by-case basis.
- D. Behavior Intervention Team (BIT) (Priority 4)
  - a. BIT intervention is utilized for individualized cases when the behavior of the student is determined to pose a general threat to the safety of the individual themselves, or generalized violence without a specific plan or target of violence or poses a significant disruption to university operations.
  - b. The BIT reviews the reported behaviors and other relevant indicators of possible risk and develops an individualized management plan for the student. This may include actions such as parental notification, an interim involuntary medical withdrawal, interim health and safety action, university directive, or other appropriate administrative action. A plan may also include relevant support resources such as academic planning, student support services, university counseling and medical services, or referral to non-university medical or mental health services as appropriate.
  - c. The BIT is led by senior leadership in the Division of Student Affairs and includes representation from department of student support and transitions, counseling and psychological services, university health services, university housing, campus law enforcement, undergraduate studies, academic affairs, office of Title IX, and student conduct and community standards. A representative of the Office of the General Counsel serves in an advisory role. Other departmental representation will be included as needed on a case-by-case basis.
- E. Threat Assessment Team (TAT) (Priority 1)

- a. TAT intervention is utilized to address individual behavior determined to be a clear and immediate threat of serious violence toward the individual themselves or others. Evaluation of a potential threat extends beyond the university community; therefore the TAT will engage with and gather information from external stakeholders including community partners and law enforcement when necessary.
- b. The TAT immediately engages Florida State University Police Department to lead planning for possible safety precautions, containment, or other emergency actions. The TAT then develops an individualized management plan in anticipation of the individual's possible return to campus. This may include actions such as parental notification, an interim involuntary medical withdrawal, interim health and safety action, university directive, or other appropriate administrative action. A plan may also include relevant support resources such as academic planning, student support services, university counseling and medical services, or referral to non-university medical or mental health services as appropriate.
- c. The TAT is led by senior leadership in law enforcement and the Division of Student Affairs and includes representation from department of student support and transitions, counseling and psychological services, university health services, and campus law enforcement. A representative of the Office of the General Counsel serves in an advisory role. Other departmental representation will be included as needed on a case-by-case basis.

### III. Evaluation of Information

- A. Each level of student behavior review and intervention will be individualized and specific to the information available on individual behavior, risk factors, and general circumstances collected from university departments including those that may be considered an individual's education records such as, academic performance, student conduct history, case management history, and reports of any concerning behaviors, etc. as relevant and within the appropriate exceptions to the Family Educational Rights and Privacy Act (FERPA).
- B. Upon a preliminary determination that an individual may pose a threat of violence to themselves or others or exhibits significantly disruptive behavior or a need for assistance, the TAT may obtain criminal history record information.
- C. Upon a preliminary determination that an individual may pose a threat of violence to themselves or others, the TAT may utilize medical or mental health information released in accordance with the state and federal laws that limit confidentiality in these circumstances, from counseling and psychological services or university health services in evaluating threat to the community.
- D. Any criminal history, medical, or mental health information shared for the purposes of individualized evaluation and intervention shall not be re-disclosed beyond the TAT for the narrow purposes of risk and threat assessment.

### IV. Record Keeping

- A. Information considered to be education records are maintained in a manner consistent with university record retention policy and in compliance with

Florida Public Record Law with the exception of criminal history which will be maintained by FSUPD in compliance with state and federal law; and medical or mental health information from counseling and psychological services or university health services which will be retained by the originating department in compliance with federal privacy law and licensure requirement.

### **III. LEGAL SUPPORT, JUSTIFICATION, AND REVIEW OF THIS POLICY**

Article IX, Section 7, Florida Constitution, BOG Regulation 1.001(4), 6.0105

/s/ Dr. Amy Hecht

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[Proof of approval retained in file]