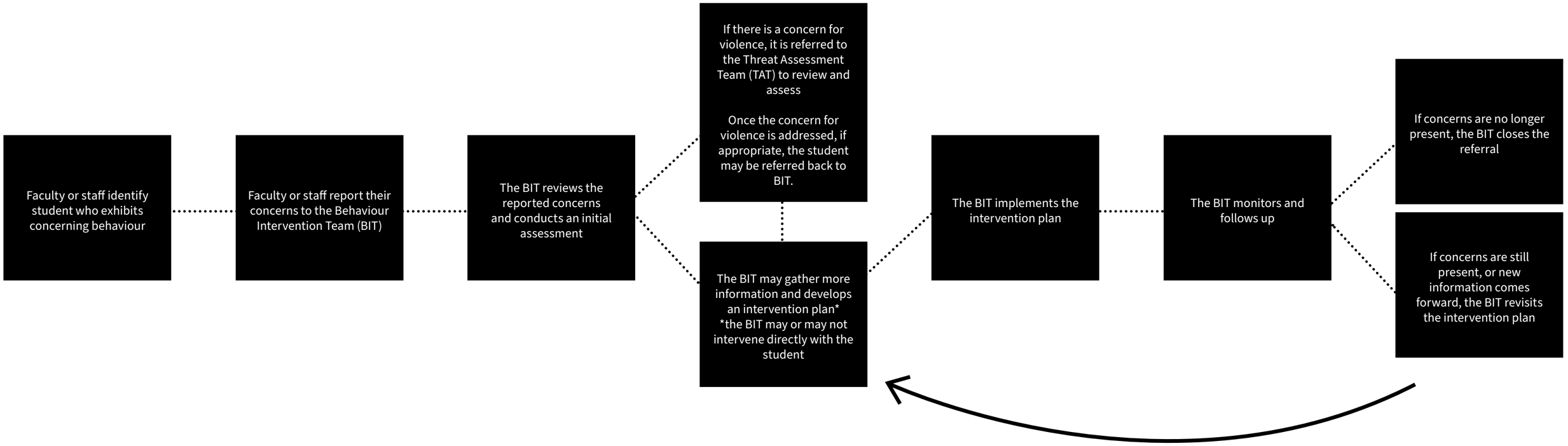
BEHAVIOUR INTERVENTION TEAM (BIT) REFERRAL:

WHAT TO EXPECT – FACULTY/STAFF

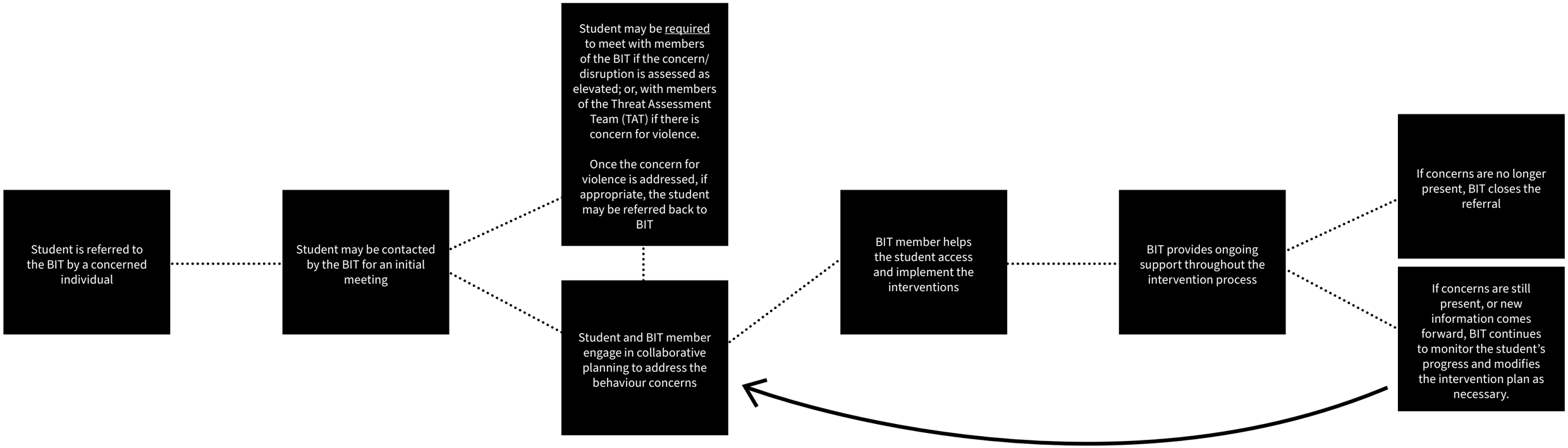


A student is displaying concerning behaviour that is causing concern/ disruption. This could look like behaving confrontationally; exaggerated emotional responses that are obviously inappropriate to the situation; disturbing communications/drawings/ writings that are out of context; preoccupation with violence; actions, or verbalizing thoughts, that appear to be motivated by hatred or discrimination.	You report your concerns to the BIT via the Early Alert* system, or directly by emailing srr@kpu.ca. *If this is a crisis, do not send an Early Alert, please refer to KPU's Individuals in Crisis Protocols (The Green Sheet).	The BIT may contact and/or meet with you to discuss your concerns and gather more information. The BIT may work with you on how to best support the student. Depending on the situation, the BIT may reach out to the student directly. The BIT develops an intervention plan.	The student may be required to meet with members of the BIT if the concern/disruption is assessed as elevated; or, with members of the Threat Assessment Team (TAT) if there is concern for violence. After meeting with the student (if applicable), the BIT develops an intervention plan with the student which may include connecting the student with appropriate internal and/or external supports and/or resources; and, communicating behavioural expectations / boundaries.	The BIT may connect with internal departments and/or community agencies to coordinate supports for the student.	The BIT utilizes a case management approach which includes maintaining contact with the student, and possibly their support resources, to check in on progress.	When connected to supports and concerns appear resolved, the BIT marks the referral as "closed." Information remains on file and is taken into consideration should student be referred again in the future. Should concerns continue or escalate, the BIT keeps the referral open and revisits the intervention plan as necessary.

Disclaimer: The BIT flowchart is provided for ease of reference only. It does not remove the responsibility of students to follow prevailing KPU policies and procedures (KPU Policies). The processes and steps outlined in the BIT flowchart do not supersede KPU Policies and in the event of any conflicts or discrepancy between the two, KPU Policies will prevail as to resolving the conflict or discrepancy. Please refer specifically to KPU policy ST7 and its related procedures.

BEHAVIOUR INTERVENTION TEAM (BIT) REFERRAL:

WHAT TO EXPECT – STUDENTS



Someone (faculty or staff or student) at KPU cares about you and has reported a concern about you.

A Student Rights and Responsibilities Case Manager(s), who is/are a member of the BIT, may contact you for an initial meeting.

After meeting, you work together with the SRR Case Manager to create a plan to improve your behaviour and/or support your well-being.

The SRR Case Manager helps connect you with supports and/or resources on- and/or off-campus.

The SRR Case Manager may hold check-ins with you to see if the plan you created together is working.

When connected to supports/ resources and concerns appear resolved, the BIT marks the referral as "closed." You can reach out to the SRR Case Manager in the future for further support if needed.

Should concerns continue or escalate, the BIT keeps the referral open and revises your intervention plan with you as necessary. other processes; e.g., Policy ST7, may be engaged as required dependent on the behaviours that are occurring.

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