



**BOISE STATE UNIVERSITY**

University Policy 12050

## Behavioral Intervention and Threat Assessment

---

### **Effective Date**

May 2013

### **Last Revision Date**

October 2019

### **Responsible Party**

Office of the Dean of Students, (208) 426-1527  
Department of Public Safety, (208) 426-6911

### **Scope and Audience**

This policy applies to all Members of the University Community.

### **Additional Authority**

- University Policy 1060 (Non-Discrimination and Anti-Harassment)
  - University Policy 1065 (Sexual Harassment)
  - University Policy 2020 (Student Code of Conduct)
  - University Policy 12020 (Exclusion from Campus)
  - University Policy 12040 (Workplace Violence)
- 

## **1. Policy Purpose**

To establish a threat assessment team; provide mechanisms for reporting and mitigating significant behavioral incidents and safety concerns involving Members of the University Community; and formalize how the University addresses potential safety threats to Members of the University Community and to University Premises.

## 2. Policy Statement

The University does not tolerate acts or threats of violence committed by or against Members of the University Community or on University Premises. The University promotes an environment where the health, safety, and well-being of all Members of the University Community are supported. Therefore, a University-based multidisciplinary intervention and response team (CARE) is responsible for coordinating existing resources to address and manage patterns and/or instances of distressing, disruptive, disturbing, or dangerous behavior. CARE is not a substitute for appropriate police or emergency involvement. Call 9-1-1 if there is a threat of imminent physical harm.

## 3. Definitions

### 3.1 CARE Alert

An online or email referral system that enables faculty and staff to report behavioral concerns involving Members of the University Community.

### 3.2 Members of the University Community

University employees, students, affiliates, affiliate faculty, volunteers, contractors, vendors, customers, visitors, and participants in a University-sponsored program or activity.

### 3.3 Threatening Behavior

Words or actions that reasonably convey an immediate intent to harm an individual, including oneself.

### 3.4 University Premises

The term “University Premises” includes all land, buildings, facilities, and other property in the possession of, or owned, used, leased, or controlled by the University.

## 4. Responsibilities and Procedures

### 4.1 Reporting

**For an immediate or imminent threat, call 9-1-1 prior to submitting a CARE Alert.**

Immediately report significant behavioral incidents and safety concerns by submitting a CARE Alert online at: [www.boisestate.edu/care/](http://www.boisestate.edu/care/). Reports may be submitted anonymously. The University prohibits knowingly reporting false claims or information.

**4.2 Composition**

- a. CARE is jointly chaired by the Associate Dean of Students and the Associate Vice President of Public Safety, or designee(s). The joint chairs determine the composition of CARE.
- b. CARE is comprised of representative from University departments who are appropriately trained and positioned for responding to significant behavioral issues or safety concerns.

**4.3 CARE Responsibilities**

- a. Respond to reports about Members of the University Community who exhibit disturbing or disruptive behavior that may pose a threat to themselves or others.
- b. Balance individual needs with the interests and resources of the University.
- c. Conduct proactive assessment and intervention to mitigate acts of violence or self-harm.
- d. May consult with Members of the University Community to determine appropriate action to help manage behavioral issues and safety concerns.
- e. Refer reports or incidents not requiring CARE intervention to the appropriate University authority, such as the Office of Institutional Compliance and Ethics, the Office of the Dean of Students, or Human Resources.
- f. Develop and monitor case management plans and appropriate documentation.
- g. Develop needed policies, protocols, and procedures to support CARE functions.
- h. Develop and implement education and outreach plans to ensure the University community is aware of CARE and the reporting mechanism.

**4.4 Threat Assessment**

- a. If information is provided to CARE that presents a potential imminent health or safety concern(s) to the campus community, a threat assessment may be conducted.
- b. A threat assessment is a comprehensive, fact-based assessment of an individual's reported behavior.

- c. CARE works with appropriate University departments, law enforcement, and mental health agencies to expedite assessment and intervention.
- d. CARE may:
  - (i.) Use the expertise and assistance of resources outside the University as needed, and
  - (ii.) Contact any individual(s) with potential knowledge of the reported issue or concern.

#### **4.5 Interim Actions**

If a significant behavioral issue or safety concern is identified under this policy, the University may take immediate interim action such as: exclusion from University premises, suspension, placement on administrative leave, and other administrative sanctions.

#### **4.6 Retaliation Prohibited**

Retaliation, whether actual or threatened, destroys a sense of community and trust that is central to the University's learning, living, and working environment. Therefore, retaliation against any individual who, in good faith, submits a CARE Alert, or any individual who is the subject of a CARE Alert, is not tolerated. Retaliation may result in suspension, expulsion, and/or disciplinary action up to and including dismissal from employment.

#### **4.7 Confidentiality**

The University understands the sensitivity of information submitted through CARE and makes efforts to respect the privacy of the reporting party as much as possible. Information related to threatening behavior is handled as discreetly as possible, with facts made available only to those who need to know. Disclosure of threatening behavior may be necessary to protect the health and safety of the University community, or as required by law.

### **5 Related Information**

Online CARE alert:

<https://www.boisestate.edu/care/>

---

### **Revision History**

October 2019