

# Policy for Dangerous and Disruptive Behavior

St. Norbert College

Oct. 2020

## **Introduction**

St. Norbert College strives to balance the concerns for the health and safety of individual students with those of the larger campus community. When a student's conduct is disruptive or dangerous to campus life, or in the college's opinion, a student's continued presence on campus or participation in an educational program/activity of the college presents a direct threat to the health/safety of the student or others, the college may intervene. It is within the sole discretion of college officials to determine whether a student's continued presence on campus or participation in an educational program/activity of the college presents a threat to the health/safety of the student or others. When in the college's opinion, a student is found to be dangerous or disruptive under this Policy, the college may take appropriate action through its existing policies and procedures, including but not limited to expulsion of the student.

The National Behavior Intervention Team Association offers a helpful guide on what may constitute dangerous or disruptive behaviors ([Examples of Disruptive Behaviors and Dangerous Behaviors](#)). Professional development for faculty and staff is key to both understanding these behaviors and alleviating bias toward specific groups in identifying such behaviors. It is understood that part of our role as faculty and staff is to help students learn and adopt respectful interpersonal communication practices. Behaviors may be considered dangerous and disruptive either due to the severity of a single incident or due to persistence after correction. Such behaviors substantially impede the ability of others to learn and work.

## **Dangerous and Disruptive Behavior in Curricular Setting**

If in the judgement of a member of the college's faculty, a student's behavior is disruptive or obstructive of any educational program or activity, including but not limited to instructional, classroom, or other activities explicitly related to the curriculum, the faculty member may temporarily remove the student from the classroom or activity. If a student refuses to leave or demonstrates behavior that causes concern for their own safety or the safety of others, a call should be made to Campus Safety for assistance. Whenever a student is dismissed from a class or activity by the faculty member, the faculty member should report the incident to their academic dean as soon as possible and submit a "Share A Concern." This should be done no later than 24 hours following the incident. If warranted, the student may be permanently dismissed from the course. Appeal under this policy is to the Vice President for Academic Affairs.

Once informed, the dean will meet separately with the student and the faculty member to gather information. The student may bring with them one non-student support person. The dean will then convene the faculty member and the student (and support person) together, to discuss the student's behavior and corrective action required to prevent future disruption or threatening behavior, and to ensure that the academic process continues without further disruption. If the faculty member and the

student are unable to work out an arrangement that would allow the academic process to continue, the dean will issue a report with a directive that, one or more of the following actions be taken:

1. Allow the student to return to class without any additional conditions.
2. Allow the student to return to class under specified conditions.
3. Authorize an administrative withdrawal from the course.
4. Initiate disciplinary action, turning the incident over to Student Judicial Affairs for a student conduct hearing process.

### **Dangerous and Disruptive Behavior in a Co-Curricular Setting**

When a student is disruptive during any co-curricular activity or poses a threat to the health or welfare of themselves or others, the college may intervene and take appropriate action, including but not limited to expulsion of the student.

If in the judgement of a supervising employee (staff or faculty serving in a non-teaching role), a student's behavior is disruptive or obstructive of any campus program or activity, the staff or faculty member may temporarily remove the student from the program or activity. They should report the incident to by submitting a "Share A Concern." This should be done no later than 24 hours following the incident. The college Behavioral Intervention Team (BIT) will follow up with each report of dangerous and disruptive behavior as deemed appropriate.

Following any incident in which the BIT is alerted to disruptive or threatening behavior, a BIT member and the student will schedule a meeting as soon as possible to discuss the student's behavior and corrective action required to prevent future disruption or threatening behavior. If the BIT member and the student are unable to work out an arrangement that would prevent future disruption or threatening behavior, the BIT member will inform the Office of Student Judicial Affairs. The Director of Student Judicial Affairs will promptly and no later than 24 hours after the notification of the incident, consult with both the student and the BIT Chair and issue a Care and Concern Contract with a directive that, one or more of the following actions be taken:

1. Allow the student to resume activities without any additional conditions.
2. Allow the student to resume activities under specified conditions.
3. Initiate disciplinary action, turning the incident over to Student Judicial Affairs for a student conduct hearing process.

### **Mental Health Assessment**

As appropriate under the circumstances, the college may offer the student, or the student may request, the option of an assessment by a licensed mental health professional. The results of the assessment will not be accessible to the college without the signed authorization of the student. However, access to such assessment may be required, as permissible by law, as a condition of continued participation in college programs or activities. The college will use assessment information in consultation with the student and the health care professional to determine whether the student can safely participate in college programs and activities with or without reasonable conditions and accommodations. In rendering this decision, the college will make an individualized assessment, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury or significant harm will actually occur; and whether reasonable modifications of policies, practices or procedures or, where applicable, the provision of auxiliary aids and services, will sufficiently mitigate the

risk.

If a student chooses not to obtain an assessment, the college may initiate its normal procedures to impose disciplinary action or restrict the student's access to programs and activities, college services, and college campus, based on the student's behavior.

The student will be responsible to pay any costs related to treatment, including those associated with the initial assessment. Failure to adhere to the treatment plan or any condition, further endangerment to the health or safety of others within the college community, further disruption of the campus environment, or other violation of the Student Code of Conduct may result in sanctions, up to and including the student being asked to leave the college. A student otherwise permitted to continue at the college will be required to comply with all restrictions set by the college on the student's continued participation in college curricular and co-curricular programs and activities. Failure to comply with all restrictions may result in the student being asked to leave the college. For information on conduct related to disruptive or dangerous conduct affiliated or associated with substance abuse, please see either the college's alcohol policy or substance abuse policy.