

“The BIT program is excellent. It makes it easier for faculty to maintain academic standards if they know there is a support structure available for students who have academic challenges. Having this program in place allows faculty to exercise their academic judgment more cleanly.”

T.H. Lee Williams
Dean, Graduate College
and Regents' Professor



BIT IS:

...outreach based on care and concern. Every effort is made to help the individual be successful in the classroom or workplace.

...important support for the University's academic mission, allowing faculty to focus on teaching.

...a confidential reporting resource available 7 days a week, 24 hours a day through: www.ou.edu/NormanBIT
Reports are immediately routed to team members for review.

BIT IS NOT:

...getting a person in trouble. The focus of BIT is care and concern for the individual.

...classroom management. It is an option when reasonable classroom management efforts are not successful.

Source: *The Book on BIT: Forming and Operating Effective Behavioral Intervention Teams on College Campuses*, Brett A. Sokolow, J.D., W. Scott Lewis, J.D., Luis W. Manzo, Ph.D., Sandra K. Schuster, J.D., John D. Byrnes, Brian Van Brunt, Ed.D., 2011 NaBITA.

The University of Oklahoma is a member of the National Behavior Intervention Team Association (NaBITA), nabita.org.

**IF YOU FEEL THAT YOU OR ANY OTHER PERSON
IS IN IMMEDIATE DANGER, CALL 911.**

YOU ARE ON THE TEAM

You are an important member of OU's Behavior Intervention Team. Your reports allow the team to reach out to individuals and provide appropriate intervention and support. With your help, the team is better able to keep the campus a welcoming environment in which students, faculty and staff may live, study and work.

MORE INFO?

Team members are available to meet with faculty groups to discuss BIT and the behavior intervention process. To arrange a presentation, please contact:

Susan Sasso, Chair or
(405) 325-3161
susan@ou.edu

Dr. Scott Miller, Vice Chair
(405) 325-2700
smiller@ou.edu



BIT

405.325.7700/NORMANBIT@OU.EDU
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BIT SUPPORTS FACULTY

BIT IS CARE & CONCERN

BIT MAKES A DIFFERENCE



MAKE REPORTING A HA(BIT)

OU.EDU/NORMANBIT

WHAT IS BIT?

OU's Behavior Intervention Team (BIT) is a group of trained campus professionals who respond to reports of disruptive or troubling behavior issues. Their intervention promotes academic and workplace success, and health and safety for the university community.

WHAT DOES BIT DO?

BIT provides centralized, preventive, early intervention for students, faculty and staff using the following strategies:

- Provides consultation and support to faculty, staff, administration, and students in assisting individuals who display concerning or disruptive behaviors
- Serves as the central point of contact for reporting problematic behavior by a student, faculty member, or staff member
- Triage reports – identifying patterns of behaviors which might suggest the need for an intervention
- Assesses threat/risk
- Coordinates follow-up
- Connects individuals with appropriate campus and community resources
- Observes ongoing behavior of individuals who have displayed disruptive or concerning behavior

Team members consider the following guiding questions when assessing an individual's situation and considering intervention strategies:

- What is in the individual's best interest?
- What is in the best interest of the campus?
- What is the impact of the individual's situation on all of those surrounding him/her?



**REPORT ONLINE:
OU.EDU/NORMANBIT**

WHY BIT?

Behavior intervention is predicated on four concepts:

1. Targeted violence toward one's self or others in the college and university setting is often preventable.
2. The focus of a behavior intervention team should be proactive early prevention.
3. "Threat assessment" exists within a behavior intervention team's framework.
4. Engaging in behavior intervention is the right thing to do for the success of individual members of the community and the health and safety of the community as a whole.

WHO IS BIT?

The team consists of members from six key campus areas:

OU Cares	Residence Life
OUPD	Student Affairs
Provost's Office	University Counseling Center*

Additionally, the **team partners with many other areas of campus**, including:

Academic Advisers	Human Resources
Athletics	Legal Counsel
Disability Resource Center	Sexual Misconduct Office
Health Services	Student Conduct
International Student Services	Women's Outreach Center

DOES BIT REFER REPORTS?

BIT assesses each report and may refer the report to OU Cares or TARC, depending on the report and any previous reports that the team has received on the individual.

OU CARES

Some reports may be incidents of students needing individualized assistance navigating campus resources. These needs are best met by OU Cares. With OU Cares serving on the team, BIT simply refers the report to be managed there.

TARC

Reports determined to be perceived threats to the university community are directed to the University's Threat Assessment Review Committee (TARC).

*While a member of the University Counseling Center serves on BIT, any information shared in a counseling session is completely confidential and not shared with BIT. The only information shared is consistent with state and federal privacy laws.

WHEN DO I CONTACT BIT?

The types of behavior that should be reported to BIT include, but are not limited to:

- Demeanor that represents a significant change in appearance, mood and/or social functioning
- Behavior that creates a disruptive or hostile campus environment
- Actions that potentially endanger the safety of any member of the OU community
- Conduct that impacts an OU community member's physical and/or psychological well-being
- Acts that cause damage to personal or university property
- Behavior that impacts the ability of students to learn, faculty to teach or the university to conduct routine business

Disruptive behavior and violent threats or acts may be complex, intimidating and confusing. The concerning behavior that you witness may be one small piece of a larger puzzle that more completely describes the person of concern.

By reporting these and any other behavior or incident that may be impacting an individual's ability to be successful in the community to BIT, the team may provide appropriate resources.

BIT provides a centralized assessment of all behaviors and your information may be critical to the team's ability to assess the situation and design appropriate intervention.

HOW AND WHEN DO I MAKE A REPORT TO BIT?

The fastest and most effective way to make a report is online at:
www.ou.edu/NormanBIT

To make a report, click on **'How to Make a Report'** and complete the online form. Once submitted, your report is immediately emailed to the team.

For more information on the types of behavior that may be significant, click on **'When to Make a Report.'**

Reports may also be made by email (normanbit@ou.edu) or phone (405.325.7700).