

## I. POLICY

Salt Lake Community College is committed to maintaining a learning environment where all persons feel safe to carry out the college's mission and goals. The procedures within this policy establish a process to improve college community safety through collaborative, coordinated, and objective approaches to the prevention, identification, assessment, intervention, and management of situations that pose, or may reasonably pose, a threat to the safety, security, and well-being of individuals in the college community.

The procedures for a safety intervention and risk assessment described within this policy establish a fact-based investigative and analytical process for intervening with and assessing the risk presented by students who pose a credible substantial risk of harm to individuals in the college community, or students who substantially impede the lawful activities of other members of the college community, the educational processes, activities, or functions of the college community.

Student conduct, judicial, academic, or other proceedings may continue even when a student is subject to a safety intervention or involuntary withdrawal pursuant to this policy.

## II. REFERENCES

Reserved

## III. DEFINITIONS

- A. Behavioral Intervention Team (BIT): A team comprised of representatives from the Dean of Students office, Public Safety, Risk Management, Counseling Services, the Disability Resource Center, Faculty, and the college's Legal Counsel. Other members may be added at the discretion of the BIT chairperson.
- B. Center for Health and Counseling: A college department promoting and supporting student success and personal development by providing quality, accessible, affordable, culturally sensitive, and confidential services through an integrative and collaborative approach to medical care, mental health counseling, health education, and massage therapy.

- C. Dean of Students: For purposes of this policy, the dean of students shall mean the Office of the Dean of Students or the dean of students' designee.
- D. Interim Safety Intervention: A preliminary action taken to protect the health and safety of the college community. An interim safety intervention is not a penalty.
- E. Involuntary Withdrawal: The removal of a student from college property, college activities, services, or programs.
- F. Vice President: For purposes of this policy, the vice president shall mean the vice president for Student Affairs and Enrollment Management or the vice president for Student Affairs and Enrollment Management's designee.
- G. Voluntary Leave of Absence: For purposes of this policy, voluntary leave of absence shall mean a period for which a student is away from the college for health- or medical-related reasons, while maintaining the status of the student.

#### **IV. PROCEDURES**

- A. Students are encouraged to seek counseling and mental health treatment through campus services, such as the Center for Health and Counseling, or other available avenues.
- B. Students are permitted to take voluntary leaves of absence for health or medical-related reasons. If a student so requests, the dean of students will help the student decide whether to take a leave of absence and, as appropriate, help the student secure the leave through coordination with applicable college departments.

If a student takes a voluntary leave of absence that lasts more than three years, the student will have to reapply to the college as a new student, including paying any associated fees.

- C. A student is subject to safety intervention, involuntary withdrawal, or both if the student:
  - 1. poses a credible substantial risk of harm to individuals in the college community; or
  - 2. substantially impedes the lawful activities of other members of the college community, the educational processes, activities, or functions of the college community.

3. All reports made under this policy will be handled in a confidential manner, with information released only on a need-to-know basis and following applicable federal and state laws and regulations.

- D. SLCC's Behavioral Intervention Team assists in evaluating whether students meet the criteria for safety intervention or involuntary withdrawal.

Additionally, the BIT promotes the safety, health, success, and well-being of the college community by coordinating information, assessing needs and risks, considering resources, and developing support and intervention plans for students of concern.

- E. Safety Intervention and Involuntary Withdrawal Process

1. Any member of the college community who reasonably believes that a student poses a credible, substantial risk of harm to individuals in the college community should contact the dean of students, college Public Safety, or the local police department.
2. The dean of students, in consultation with the BIT, will conduct a review of information to determine if a student meets the criteria described in section IV.C.1 or 2, above. After this review, the dean of students may determine that a student be subject to a safety intervention or involuntary withdrawal.
3. To determine if the student meets the criteria for safety intervention or involuntary withdrawal, the dean of students will make an individualized assessment. Such assessment will be based on a reasonable judgment that relies upon current medical or other specialized knowledge, consultation with BIT members, and the best available evidence and shall ascertain:
  - a. the nature, duration, and severity of the risk;
  - b. the probability that potential injury or harm will occur;
  - c. whether the student substantially impeded the educational processes, lawful activities, or functions of other members of the college community; and
  - d. if reasonable modifications of policies, practices, or procedures significantly will mitigate the risk.
4. If the student is a qualified individual with a disability, the dean of students will determine if reasonable accommodations will allow the student to meet

- essential academic and college community responsibilities, while abating the risk of harm and maintaining a safe college environment for all students. This determination shall also evaluate if the college can provide such accommodations without fundamentally altering the essential functions of the educational program provided by the college, lowering academic standards, or creating undue hardship to the college.
5. As part of this individualized assessment, the student may be required to undergo an evaluation, including medical or psychological evaluation, by a licensed health professional designated by the college.
  6. The college may also require the student to execute necessary releases to provide the report from the evaluation to the BIT and other appropriate administrators for the purposes of determining if the student should be subject to safety intervention or involuntary withdrawal.
  7. In addition, the dean of students will consider any medical or other relevant information submitted by the student. This may include a medical or psychological evaluation by a health care professional of the student's choice.
  8. Upon the dean of student's determination, the student will be provided with the following, if applicable:
    - a. a written statement providing a detailed explanation of the reasons for safety intervention or involuntary withdrawal and the information relied upon;
    - b. the opportunity to review the evaluations relied upon by the dean of students;
    - c. information regarding the student's right to appeal the determination; and
    - d. information the student must provide to be considered for return or readmission.
  9. Inherent in this decision-making process is the college's commitment to consider an individual's past and ongoing behavior, which may have contributed to the risk of harm that is in question. The dean of students will attempt to engage in an interactive dialogue with the student to discuss how the student plans to abate the risk of harm presented by the student.

- a. As part of this interactive process, the student or the student's medical provider are encouraged to suggest possible methods to abate the risk of harm. The dean of students will generally actively seek the student's or the student's medical provider's suggestions.
  - b. The dean of students and the student may also choose to engage professionals or college administrators in formulating a proposed plan. The dean of students may consult with the BIT to determine if the proposed plan, devised as a result of the interactive dialogue, appropriately addresses the risk of harm that formed the basis for the decision to intervene with or involuntarily withdraw the student.
    - (1) If the BIT finds the proposed plan is inappropriate or insufficient to address the risk of harm, the dean of students may resume the interactive process with the student.
    - (2) The dean of students may communicate with essential personnel regarding the proposed plan and will take the necessary steps to ensure its implementation and any necessary monitoring.
10. If a student is subject to safety intervention or is involuntarily withdrawn pursuant to this policy, if appropriate and practicable, conditions for readmission may be specified in writing by the dean of students. The vice president may modify the conditions of readmission at any time.

#### F. The Appeal of Intervention or Involuntary Withdrawal

1. Safety Intervention. A student withdrawn on an interim basis has the opportunity to personally appear before the dean of students within five business days from the effective date of the interim safety intervention to discuss the reliability of the information concerning the student's behavior. The dean of students may either continue or cancel the safety intervention.
2. Involuntary Withdrawal. A student who is subject to involuntary withdrawal pursuant to this policy may [make a written request](#) to the Vice President to review the determination.
  - a. Any such appeal must be received by the vice president within five business days of the determination by the dean of students. The vice president has the discretion to accept an untimely appeal for exceptional circumstances, such as the student's incapacitation.

- b. Within seven business days of receipt of the written appeal, the vice president shall determine whether to:
  - (1) uphold the withdrawal;
  - (2) reinstate the student; or
  - (3) reinstate the student subject to specified conditions that may include but are not limited to participation in an ongoing health treatment program, reduced course load, meetings with college administrators, other individualized requirements, or any combination of these.
3. The decision of the vice president is final.

#### G. Return to Campus or Readmission

1. A student who has been removed from campus or withdrawn from the college pursuant to this policy may contact the dean of students to return to the college as a student.
2. The dean of students will review the request for return or readmission, which includes:
  - a. reviewing compliance with the conditions of return or readmission;
  - b. consulting with the appropriate academic discipline to determine whether the student is eligible for return or readmission based on the student's academic record and the readmission policies and practices of the academic discipline;
  - c. consulting with the BIT;
  - d. considering whether there are any accommodations that would allow the student to meet academic standards and remain safely in school;
  - e. considering any additional information or documentation presented by the student in support of return or readmission; and
  - f. meeting with the student.

3. The dean of students will determine if, in the dean of student's professional judgment, the student should be allowed to return or be readmitted.
4. A student denied return or readmission pursuant to this policy may make a one-time written request to the vice president to review the denial of readmission or no-return determination. The review of the readmission or return determination will follow the same procedures outlined in section IV.F of this policy.

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Date of last cabinet review: December 3, 2019

The originator of this policy & procedure is the dean of students. Questions regarding this policy may be directed to the originator by calling 801-957-527.