



8.1.080

Safety Intervention Policy

Date of last board of trustees review: August 13, 2025

The originator of this policy is the dean of Students. Questions regarding this policy may be directed to the originator by calling 801-957-5027.

1. Policy

Salt Lake Community College is dedicated to fostering a safe and secure learning environment for all college community members. To help address safety concerns, the Behavioral Intervention Team (BIT) employs a comprehensive, fact-based investigative process to assess and intervene with students who pose a credible, substantial risk of harm to individuals within the college community or who significantly disrupt the lawful activities, educational processes, or functions of the college. This policy specifies students' due process rights as the BIT conducts an individualized risk assessment and as the dean of students implements interim safety interventions and involuntary withdrawals to maintain campus safety.

2. References

Reserved

8.1.080

Safety Intervention Procedure

Date of last executive cabinet review: June 3, 2025

The originator of this procedure is the dean of Students. Questions regarding this procedure may be directed to the originator by calling 801-957-5027.

3. Definitions

- A. [Behavioral Intervention Team \(BIT\)](#): a multidisciplinary team focused on education, prevention, and intervention in situations involving students experiencing distress, engaging in disruptive behaviors, and/or posing a threat of harm to themselves or others. The BIT is chaired by the dean of students.
- B. Dean of Students: refers to the dean of students, the Office of the Dean of Students, or the dean of students' designee.
- C. 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 or sanction.
- D. Involuntary Withdrawal: The removal of a student from college property, activities, services, or programs.
- E. Voluntary Leave of Absence: a period for which a student is voluntarily away from the college for health- or medical-related reasons, and the student's status with the college is maintained.

4. Procedures

- A. General
 - 1. The BIT follows national best practices for safety intervention and threat assessment and is comprised of trained individuals who have a high level of expertise in various aspects of campus safety, security, behavioral health, and wellbeing.
 - 2. All reports made under this policy will be handled confidentially, with information shared only on a need-to-know basis and following applicable federal and state laws and regulations.
 - 3. Student accountability, academic, or other proceedings may continue even when a

student is subject to a safety intervention or involuntary withdrawal under this policy.

4. Students may have an advisor, including an attorney at their own expense, to accompany them at any or all stages of the process.

B. Involuntary Withdrawal or Safety Intervention

1. A student is subject to safety intervention, involuntary withdrawal, or both if the student:
 - a. poses a credible substantial risk of harm to the college community; or
 - b. significantly disrupts the lawful activities, educational processes, or functions of the college community.
2. The BIT evaluates whether students meet the criteria for safety intervention or involuntary withdrawal.

C. Threat Assessment and Safety Intervention Process

1. Members of the college community who are concerned that a student poses a substantial risk of harm to the college community should complete the appropriate reporting [form](#) or contact the dean of students, the Office of Public Safety, or the local police department.
2. The BIT will conduct an individualized risk assessment and a review of information to determine if a student meets the criteria described in section 4.B.1.
3. Individualized risk assessments will be based on a reasonable judgment that relies upon current medical or other specialized knowledge, with the qualified BIT professionals, and the best available evidence to determine:
 - a. the nature, duration, and severity of the risk;
 - b. the probability that potential injury or harm will occur;
 - c. whether the student substantially interfered with the educational processes, lawful activities, or functions of other members of the college community; and
 - d. if reasonable modifications of policies, practices, or procedures will help reduce the risk significantly.
4. If the student is a qualified individual with a disability, the dean of students will work together with the director of Accessibility & Disability Services or designee to determine if reasonable accommodations will allow the student to meet essential academic and college community responsibilities while reducing the risk of harm and maintaining a safe college environment for all students.
5. As part of this individualized assessment, the student may be required to undergo an evaluation, including:

- a. a structured interview with members of the BIT who are certified in violence risk assessment; or
 - b. a medical or psychological evaluation by a licensed health professional agreed upon by the college.
 - c. Students will be required to sign a release to provide the report from the evaluation to the BIT.
6. The dean of students will consider any medical or other relevant information submitted by the student.
- D. Safety Intervention and Involuntary Withdrawal Determinations
1. After the required evaluations are completed, the dean of students, in consultation with the BIT, will determine if a student meets the criteria for a safety intervention or involuntary withdrawal.
 2. Following the dean of student's determination, the student will be given 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 information relied upon by the dean of students, unless subject to legal privilege;
 - c. information related to the student's right to appeal the determination; and
 - d. information the student must provide to be considered for return or readmission.
 3. The dean of students will attempt to engage in an interactive process where the student, the student's health provider, other professionals, and the BIT have an opportunity to share recommendations on how to best address the safety concerns.
 4. Within five business days of the effective date of any interim safety intervention, the dean of students will schedule a meeting with the student. The dean of students may either continue or cancel the safety intervention.
 5. The dean of students may communicate with essential personnel about any safety intervention and take the necessary steps to implement it, including any necessary monitoring.
 6. If a student is subject to a safety intervention or involuntary withdrawal, the dean of students may specify conditions for readmission in writing.
- E. Appeal of Involuntary Withdrawal
1. A student subject to involuntary withdrawal under this policy may [make a written request](#) within seven business days to the vice president of Student Affairs to review the determination.

2. The vice president of Student Affairs has the discretion to accept a late appeal, in exceptional circumstances such as the student's incapacitation.
3. Within seven business days of receipt of the written appeal, the vice president of Student Affairs shall determine whether to:
 - a. uphold the withdrawal;
 - b. reinstate the student; or
 - c. reinstate the student subject to specified conditions.
4. The decision of the vice president of Student Affairs is final.

F. Return to Campus or Readmission

1. Students who have been involuntarily withdrawn from the college may request to return by contacting the dean of students.
2. The dean of students will review the request for return or readmission. This review will include:
 - a. Assessing the student's compliance with the conditions set for their return or readmission;
 - b. consulting with the appropriate academic department to determine the student's eligibility based on their academic record and the department's readmission policies and practices;
 - c. consulting with the BIT;
 - d. considering whether any accommodations could enable the student to meet academic standards and remain safely enrolled;
 - e. reviewing any additional information provided by the student in support of their request for return or readmission; and
 - f. meeting with the student.
3. The dean of students will render a decision.
4. A student denied return or readmission under this policy may follow the appeal process in section 4.E.