

University of Baltimore

UBalt I-2.8 Behavioral Evaluation and Threat Assessment (“BETA”) Team Policy and Procedures

Approved by President Schmoke on June 16, 2026

Behavioral Evaluation and Threat Assessment (“BETA”) Team Policy & Procedures

I. Purpose:

Threats, Threatening Behavior, or acts of Violence against students, faculty, staff, employees, visitors, guests, or other individuals in the University community will not be tolerated. The procedures described below intend to outline (a) concerning behavior constituting Threatening, Aggressive or Violent Behavior; (b) the requirement to report Threats and acts of Aggression or Violence; (c) and guidance on how to report Threats, acts of Aggression, or Violence.

UBalt has developed the Care Team to centralize information, identify, prevent, assess, intervene, and reduce threats to the campus community as it relates to individuals exhibiting disconcerting, disruptive, destructive, and Threatening Behavior. In a situation where Threatening, Aggressive or Violent Behavior has been reported, a subset of the Care Team, the BETA Team, will assess potential threats and determine appropriate responses.

The University prohibits retaliation against persons who in good faith report concerning behavior, report violations of this Policy or otherwise cooperate in a threat assessment. The University also prohibits individuals knowingly communicating false or misleading information through the threat assessment process. Discipline or other action can result from acts in violation of this Policy.

Note:

For instances of immediate threat to the campus community or immediate concern for well-being, individuals should call 911 for the University of Maryland, Baltimore Police Department (UMBPD) or local authorities.

II. Jurisdiction

This Policy covers conduct by a UBalt Community Member that occurs:

- a) on University Premises;
- b) during online or remote educational offerings
- c) at University-sponsored activities; or
- d) not on University Premises, if the behavior potentially impacts the safety of the University Community or the orderly operation of the University.

Note: At times, the University may receive information from individuals who are not UBalt Community Members when such information is received the University may be limited in authority to act or respond.

III. Definitions

- A. *Aggression or Aggressive*: Oral or written statements or physical actions that intentionally or recklessly create reasonable fear or apprehension of, or cause, (1) bodily harm; (2) threat to the safety of another person; or (3) damage to physical property.
- B. *BETA Team*: A group of University professionals identified to conduct an initial assessment of referrals for potential Threatening, Aggressive or Violent behavior, and make decisions in a timely fashion regarding interventions including the need to contact UMBPD/Campus Safety for instances of immediate or imminent threat. This group includes the Associate Vice President of Student Success & Dean of Students, the Interim Assistant Dean of Students & Title IX Coordinator, the Clinical Case Manager, members of the Office of Human Resources, and UMBPD. As necessary, additional members of the campus community can be included.
- C. *Care Team*: A cross-functional team led by the Office of Student Support designed to discuss and address situations involving persons of concern who are referred through the Student Conduct Process or the Compass Case Management Referral Process. The Care Team serves as the central source for information sharing and cataloging information about individuals who present with social, emotional, or behavioral challenges. The Care team works in a coordinated manner to intervene or refer students appropriately.
- D. *Compass Case Management*: Case management referral program that connects students with a case manager to work on needs related to academics, basic needs, social-emotional challenges, and other extenuating circumstances that may impact the student's functioning within the University environment.
- E. Critical Incident Response Meeting – A coordinated approach to support UBalt Community Members impacted by traumatic event(s) or crises.
- F. *Employee*: For purposes of this Policy, any salaried or wage faculty or staff member, contractor, graduate students paid via assistantships, and student workers.
- G. *Person of Concern*: A person who demonstrates challenging behavior that negatively impacts their academic or work performance or is otherwise a cause of concern within the University community.
- H. *Student* - includes all persons at University of Baltimore, both full-time and part-time, pursuing undergraduate, graduate, law, non-degree, visiting or inter-institutional studies who are:
 - a. currently enrolled; b. enrolled in a prior semester or summer/winter session and who are eligible to continue enrollment in the semester or summer/winter session that immediately follows; or c. suspended or restricted from enrollment for prohibited conduct that occurred while the individual was a student at the University.
- I. *Student Conduct Referral*: An administrative process designed to foster dialogue, informed decision-making, accountability, and meaningful connection between Students, faculty and staff when handling academic integrity and code of conduct concerns.

- J. *Threat*: An expression of intent to commit an act of violence to a particular individual or group of individuals.
- K. *Threatening, Aggressive or Violent Behavior*: Conduct (whether or not intended to be humorous), which is objectively or reasonably perceived by another as a Threat, as Violence, or as Aggression.
- L. *UBALT Community Member*: University of Baltimore Student, Employee, alumni, or vendor.
- M. *Violence or Violent*: Any intentional or reckless act that causes (1) pain or injury to another person; or (2) damage to property.

IV. BETA Team

In a situation where Threatening, Aggressive or Violent behavior has been reported, there are core members of the Care Team¹ who conduct a behavior threat assessment and determine appropriate responses. These members include the Associate Vice President of Student Success & Dean of Students, Interim Assistant Dean of Students & Title IX Coordinator, the Clinical Case Manager, and when an Employee is involved members of the Office of Human Resources. In situations where the potential threat is determined to be imminent, UMBPD and campus safety will be notified immediately.

Occasionally, additional resources may be needed to address a situation. In these situations, staff from other University departments may be called upon to consult with the BETA Team to provide resources and expertise. The responsibilities of these members will vary depending on the circumstance.

V. BETA Team Procedures

A. Reporting Procedure

Any UBalt Community Member who becomes aware of specific behavior as outlined within this Policy (e.g., Threats, or incidents of Threatening, Aggressive or Violent Behavior) shall report to the appropriate parties as described below:

Immediate Threat

For instances of immediate Threat to the campus community or immediate concern for the safety of any UBalt Community Member, the reporter shall call 911 for UMBPD or local authorities. After contacting emergency services, the reporter shall immediately contact the Office of Student Support at 410.837.4755 or go in person to report the concern to the Office of Student Support staff in the Robert Boglomony Library (Lower level) if the situation involves a Student. If the situation involves an Employee, the reporter shall contact the Office of Human Resources staff at 410.837.5410. The Associate Vice President of Student Success & Dean of Students or the Associate Vice President and Chief HR Officer will work in conjunction with the appropriate and available BETA Team members, including UMBPD, to decide upon an immediate course of action.

Concern (Non-Emergency)

¹ The Care Team works to address non-threatening student issues and concerns.

For concerns involving Students that are non-emergent, members of the UBalt Community shall submit a [Compass Case Management form](#)². For instances that involve Employees, individuals should submit an [Employee Support and Safety Referral form](#)³. Questions can be directed to the Office of Student Support or the Office of Human Resources, respectively.

UMBPD also accepts non-emergency [reports of general crimes](#) and [Clery incidents](#).

B. Phases of Operation

Stage 1 *Referral Received*: Notice of Threatening, Aggressive, or Violent behavior is received by the BETA Team.

Note: In the case of potential threat to safety, information will be shared with those who have a need to know. In the case of an immediate threat UMBPD will be activated to provide notifications and review safety options.

Stage 2 *Outreach to Person of Concern*: Designated individuals in the Office of Student Support or the Office of Human Resources may make initial contact with the individual to further assess the situation. When appropriate, initial contact may be provided by another member of the BETA Team depending on the specific needs of the Person of Concern. Depending upon the situation, the Clinical Case Manager will work with the Interim Assistant Dean of Students & Title IX Coordinator, the Associate Vice President for Student Success & Dean of Students and where appropriate, members of the Office of Human Resources to determine the next course of action. This information may then be shared with the Care Team during their bi-weekly meetings, or sooner as necessary.

Stage 3 *Data Gathering*: The BETA Team will gather all available information, including but not limited to the following: reports to the Office of Student Support; reports to the Office of Human Resources, review of academic or employment records; interviews; publicly available records; discussions with faculty, supervisors, family and friends; discussions with the Person of Concern, if appropriate; and any other available information.

Stage 4 *Analysis & Assessment*: All available information is then utilized to conduct a structured threat assessment. As new data becomes available for review and analysis, additional structured threat assessments may be conducted.

Stage 5: *Intervention*: Interventions are based on the National Behavioral Intervention Team Association (NABITA) Threat Assessment Tool, International Alliance for Care and Threat Teams (InterACTI) tools and resources, and the assessment by the Clinical Case Manager.

Based on the results of the structured threat assessments, interventions will be determined based upon best practices and policy related options that include, but are not limited to, case management, referral to law enforcement, referral to student conduct, referral to an appropriate Employee policy, or other appropriate University policy and procedures. If appropriate, the Care Team will develop a strategy and plan, which may include communication with the party who made the referral and the

² URL: https://cm.maxient.com/reportingform.php?UnivofBaltimore&layout_id=5

³ URL: https://cm.maxient.com/reportingform.php?UnivofBaltimore&layout_id=80

appropriate school/department administrator, development of a safety plan, and coordination of efforts in accordance with relevant policies.

Stage 6: Monitoring & Follow Up: The BETA Team may refer Students to professional counseling, make recommendations for the filing of student conduct charges, assign the Student to a case manager, or refer the Student for additional review for a potential interim suspension, involuntary withdrawal, or other actions as deemed appropriate. The BETA Team may require continued follow-up by the individual who has been the subject of structured threat assessment.

The BETA Team may make recommendations to the Office of Human Resources regarding appropriate interventions, which may include referral to counseling services, the Employee Assistance Program, initiation of disciplinary proceedings, placement on short-term administrative leave, or other responsive actions consistent with University policy. The Office of Human Resources is responsible for reviewing and implementing such recommendations in accordance with applicable policies and procedures.

In the event a UBalt Community Member attempts or dies by suicide, there is an apparent threat or danger to the campus or community members, or an event has occurred which may require the immediate attention of the UBalt BETA Team, a Critical Incident Response (CIR) meeting may be called by the Chairs of the Care Team. This should not be confused with an active crisis, which is managed by the UMBPD. Any actions or recommendation of a CIR will be reviewed at the next Care Team Meeting. In the case of a student death, protocols outlined in the University Emergency Operating Plan (EOP) will be followed by the appropriate staff members.

Note: These phases of operation may be amended depending on the specific circumstances of each referred case. Persons of Concern may be assessed numerous times throughout this process, if appropriate.