Disruptive and Threatening Student Behavior

Baton Rouge Community College
Guidelines for Faculty & Staff

Presented by:
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Associate Dean of Students, Stacia Hardy
PURPOSE

- Assist you in thinking through its response to situations in which students may behave in unusual/unpredictable ways.

- Assist in handling an actual threat.

- Assist with referral and protocol procedures.
A student is considered disruptive when he/she engages in behaviors which interfere in a significant way with your normal teaching or administrative duties as a faculty or staff member. Disruptive behavior can assume many forms:

- A student in your class who persistently arrives late/leaves early that disrupts the regular flow of class.

- A student who talks constantly while you are delivering a lecture.

- A student who loudly & frequently interrupts the flow of class with inappropriate questions or interjections.
Disruptive Cont’

- A student who persistently calls your office and hampers your ability to continue your normal work, or to assist other students.

- A student who becomes belligerent when you confront his/her inappropriate behavior.

- A student who verbally/physically threatens you, another faculty/staff member, or student.
Disruptive Cont’

- A student who writes you a threatening letter, email or leave a disturbing message on your voicemail.
- A student who attempts to contact you at your home in inappropriate ways.
- A student who displays behaviors indicating a romantic or other obsessive interest in you.
Three Levels of Threatening or Disruptive Behavior

- **First Level** – Encompasses any situation that can be handled informally between you and the student, leading to a prompt resolution. *(least serious)*

- **Second Level** – Involves an on-going problem, or a more serious incident in the classroom. *In these situations, consult with the Department Dean; Department Chair, Dean/Associate Dean of Students; and/or Assessment Team (CARE BEAR TEAM) to evaluate in resolving the situation.*

- **Third Level** – Immediate danger of some kind. *(most serious)* Contact BRCC Police Department immediately at 216.8888 or 911 for Non-Contiguous locations!!! *Use emergency equipment if available. (red phones; Call Boxes; Solar-Powered Outdoor Call Stations; 6-8888 (anywhere on campus) or 225.216.8888 with your cell phone.***
Examples of Threat Levels

Level One – Informal Resolution

A. In the Classroom

- Clarify behavior and other expectations at the beginning of the course and reach agreement with students on standards for classroom conduct (course syllabus). Specify what behaviors are prohibited, how you will manage behavioral issues, and consequences that may result.

- Articulate the standards that you are willing to enforce.

- Apply standards fair and consistently.
When a Student is Disruptive in Class

- **Respond immediately** – Employ informal action; *(remind the class of the agreed standards for behavior, direct specific comments to the disruptive student, or you may want to stand next to the student(s) who are talking)*

- **Continued Behavior** – notify the student that he/she must leave the room if behavior does not stop immediately, and disciplinary action may result.

- **Ask student to leave the class.** Arrange a meeting during office hours before the next class session. *Contact Department Dean; Department Char; and/or Associate Dean of Students prior to the meeting, as you may request his presence and/or assistance. If he/she refuse to leave the classroom, notify BRCC Police Department immediately.*
Meeting with Disruptive Students

- Remain calm – *(may be difficult if the student is agitated)*

- Do not take the student’s behavior or remarks personally, even though it may be directed at you. *(usually stems from other areas, such as problems in life or general academic frustration)*

- Be specific about the inappropriate behavior that the student has exhibited. Describe the behavior; explain why its problematic, don’t focus on the person.
Meeting with Disruptive Students Cont’

- Ask questions and summarize what you hear the student saying. *Respectful concern may enable you as the educator to help the student to be successful both in your class, and in he/her general college experience.*

- Focus on areas of agreement between you and the student.

- Conclude by summarizing any resolution, and by articulating expectations for the future. Be clear that continued inappropriate and/or prohibited behavior will be referred to the Dean of Students.
Outside the Classroom

- Remain calm and speak in a controlled manner.
- Identify a more appropriate place and time to discuss the matter if the problem is occurring outside the normal parameters of professional interaction.
- Use a “time out” to allow the student to regain composure, or explain that if the student cannot maintain composure, you cannot discuss the issue at this time.
- Explain to the student that you will call BRCC Police if inappropriate behavior persists or if a threat is made.
Level Two

If the disruptive behavior feels intimidating, threatening, or appears to be escalating, you should consult with the following:

- Department Dean
- Department Chair
- Dean of Students
- Assessment Team (Care Team)
- BRCC Police if needed
Immediate threat or imminent danger!! Notify BRCC Police immediately/ 911 for Non-Contiguous Locations:

- Dial 6-8888 (Campus Phones); 225.216.8888 (cell phones)

- Utilize Emergency Equipment when Available- Red Phones; Call Boxes; Emergency Buttons installed on desk/office telephones; WEBS (Wide Area Emergency Broadcast System) located in Parking Garage
When you report disruptive behavior to the Dean of Students, remedies may include several options included in the Student Code of Conduct. However, you will be asked to provide the following:

- Written Statement, including the facts involving the incident reported. The incident report form is located on the BRCC web under *new student* and *current student* headings.

- Your desired outcome as the Instructor.
Following Receipt of Complaint

- The student will be required to meet and discuss his/her behavior. *some cases may be resolved administratively without further involvement on your part*

- May be necessary to convene a panel and conduct a formal review of the matter.

- The purpose of the disciplinary review is to discuss the facts in the case, hear the accused student’s perspective, and determine the appropriate disciplinary response.
As always in situations involving students, you should observe appropriate confidentiality, including disciplinary records.

BRCC students will be treated as independent, responsible, and adult members of the college community. They also have due process rights that must be respected.

Documentation – Resolving disruption cases can be helped if you document problematic behavior, including dates, times, brief descriptions of what happened, and the names of witnesses who may have observed the behavior.
Forms

- Incident Report
- Grievance
- Anonymous Tips and Reporting
- BRCC Title IX Anonymous Incident Report
- Counseling Service Referral
Judicial Affairs

- Stacia Hardy, Associate Dean of Students: 225.216.8247
- Marcia Seals, Coordinator: 225. 216.8335
BRCC Police Department

- 225.216.8001: Main Line/ Non-Emergencies
- 225.216.8888: Emergencies
- 6-8888 (campus phones)
- Emergency Equipment when Available- Call Boxes; Red Phones; Emergency buttons installed on desk/office telephones; WEBS (Wide Area Emergency Broadcast System) in Parking Garage
BRCC Personnel Contact

Jones, Teresa: Title IX Coordinator
Email: jonest@mybrcc.edu
Phone: 225.216.8071

Lamar Jr., Luther: Assistant Chief of Police
Email: lamarl@mybrcc.edu
Phone: 225.216.8002

Hardy, Stacia: Associate Dean of Students
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Questions/Comments