What is B.I.T.?

The Behavioral Intervention Team (B.I.T.) includes members from the Office of Student Conduct and Community Standards, Counseling Services, Academic Affairs, Human Resources, and the UTSA Police Department. B.I.T. focuses on providing assistance to faculty and staff regarding behavioral concerns in the UTSA community.

For any concerns about faculty, staff, and student behavior, please submit an incident report to B.I.T. at:

utsa.edu/bit/report.cfm

Questions, comments or concerns can be emailed to B.I.T. at bit@utsa.edu.

If you wish to consult with a B.I.T. member about disruptive behavior, please contact one of the following resources during regular business hours:

- **UTSAPD**
  (210) 458-4421 or (210) 458-4242
  (dispatcher)
- **Student Life and Student Conduct**
  (210) 458-4720
- **Counseling Services**
  (210) 458-4140

This brochure provides UTSA faculty with a fast, efficient guide to recognizing mental distress and incivility signs, and includes referral and contact information for concerning, disruptive, and threatening situations likely to arise in classrooms.

Faculty and staff have a duty to recognize the indicators of this behavior within the campus community and to refer the individuals involved to the appropriate resources.

For more information on handling the effects of incivility and mental illness in the classroom, including educational modules, visit

IMI.utsa.edu

For proactive educational workshops or post-crisis lectures, contact the Counseling Services Outreach Coordinator at (210) 458-4140.

More than 80 percent of college students felt overwhelmed by all they had to do in the past year and 45 percent felt things were hopeless.*

*National Alliance for Mental Illness

A UTSA Faculty Response Guide
How to respond to threatening behavior:

If a student becomes violent, makes threats of violence, or if danger is imminent, immediately phone the UTSA Police Department’s Emergency Number:

(210) 458-4911
[or dial 911 on a UTSA phone].

Concerning behavior 

**Indicators:**
- Excessive procrastination
- Uncharacteristically poor work
- Inconsistent work
- Repeated requests for special consideration
- Excessive absences
- Avoidance of professor or other students
- Change in personal hygiene
- Dramatic weight gain or loss
- Frequently falling asleep in class
- Very loud or soft voice
- Impaired speech
- Garbled, disjointed thoughts
- Tearfulness or excessive emotion
- Evidence of marijuana or alcohol use

**How to respond:**
Students displaying any of the above signs should be referred to

Counseling Services
Main Campus (RWC 1.810)
M&F 8 a.m. to 5 p.m.
T&W 8 a.m. to 7 p.m.
(210) 458-4140

Downtown Campus (BV 1.308)
M-Th 8 a.m. to 4:30 p.m.
(210) 458-4140

Crisis Helpline
During non-business hours
(210) 458-4140

How to respond to sexual harassment and discrimination:
If you witness or become aware of sexual harassment, sexual misconduct, or prohibited discrimination, report the incident to Leonard Flaum, Director of Equal Opportunity Services and Title IX Coordinator at leonard.flaum@utsa.edu or by phone at (210) 458-4120.

Disruptive behavior

**Indicators:**
- Repeatedly leaving and returning to class
- Carrying on side discussions
- Talking out of turn or interrupting others
- Ignoring or failing to follow instructions
- Intimidating behavior
- Vulgar or inappropriate sexual remarks
- Challenging teacher’s credibility/knowledge

**How to respond to disruptive behavior:**
1. Continue the class if possible.
2. Address the issue with the person after class, before the next class or during office hours.

If the behavior prevents the instructor from continuing the class, ask the person to leave the classroom. If the person refuses,
1. Dismiss the class.
2. Refer the incident to Student Conduct and Community Standards.
3. Submit an incident report to the Behavioral Intervention Team (B.I.T.).

Remember:
Violations of the Student Code of Conduct should be reported to Student Conduct and Community Standards:
utsa.edu/studentlife/conduct

Almost 73 percent of college students living with a mental illness experienced a mental health crisis on campus.*

Threatening behavior

**Indicators:**
- Suicidal or homicidal statements
- Severe loss of emotional control
- Gross impairment of thinking ability
- Loss of reality
- Behavior that threatens the safety of others

How to respond to threatening behavior:
If a student becomes violent, makes threats of violence, or if danger is imminent, immediately phone the UTSA Police Department’s Emergency Number: (210) 458-4911 [or dial 911 on a UTSA phone].

One in four young adults between the ages of 18 and 24 have a diagnosable mental illness.*

*National Alliance for Mental Illness