

## BIT supports LECOM policies:

Violence - Zero Tolerance

Suicide - Zero Tolerance

Drug Free Institution

All suicidal threats or threats of harm made against another person will be taken seriously and investigated to determine the level of danger and any necessary intervention steps needed to be taken to prevent anyone from harm.

### What constitutes a threat?

A threat is considered to be any specific verbal or written statement, a behavioral gesture, an innuendo or a prank that causes disruption to the orderly operation of the institution. Committing a violent act or threatening to commit a violent act or not reporting knowledge of a violent act will be subjected to disciplinary action. Everyone in the LECOM community is expected to be vigilant and recognize warning signs of potential violence and do something protective and proactive.

### What factors can influence someone to make threats to self or others?

Tiredness

Physical illness

Mental illness

Alcohol / drug abuse

Feeling of injustice

Deadlines

Disappointment

Failure

Financial problems

Academic issues

Grief and loss

## Behavioral Intervention Team

Chair: **Melanie Dunbar, Ph.D., LPC**  
LECOM Erie

### Erie Members:

**Hershey Bell, M.D.**  
**Nancy Carty, Ph.D.**  
**Silvia Ferretti, D.O., Provost**  
**David Fried, Ph.D.**  
**Kevin Goode**  
**Dave Hopkins**  
**Job Kalmey, Ph.D.**  
**Christine Kell, Ph.D.**  
**Randy Kulesza, Ph.D.**  
**Jamie Murphy**  
**Regan Shabloski, D.O.**  
**Mark Terrell, Ph.D.**  
**Judy Zboyovski**

### Bradenton Members:

**James Gnarra, Ph.D.**  
**Debra Horne**  
**Mathew Bateman, Ph.D.**  
**Mark Kauffman, D.O.**  
**Steve Ma, DO**  
**Diane McKay, Psy.D.**  
**Tim Novak, DBA, MSA**  
**Rachel Ogden, Pharm.D.**  
**Ronald Shively**  
**Thomas Yoon, DDS**

### Seton Hill Members:

**Elizabeth Brajdic**  
**Irv Freeman, Ph.D.**  
**Kevin Thomas, DO**

### Elmira Members:

**Gus Lambroussis, DO**  
**Richard Terry, DO**  
**Jessica Woods**



## BEHAVIORAL INTERVENTION TEAM

The purpose of the Behavioral Intervention Team (BIT) is to identify threats by individuals to themselves, to others or to the integrity of the institution. BIT works for the common good to facilitate remedial interventions necessary for the safety and protection of those individuals in academic studies or employment at the Lake Erie College of Osteopathic Medicine.



## Recognizing Warning Signs

History of aggression

Detailed threats

Destruction of property

Impulse control problems

Relating poorly with others

Defiance to authority

Recent talk of suicide

Frequent anger, frustration

Signs of depression (sadness, tearfulness, loss of enjoyment, social withdrawal)

Manipulative

Sense of entitlement

Blaming

Over-generalizing

Resentful

## How do I make a report of a potential problem?

Approach any BIT member and provide details of the circumstances. Who, What, When, Where, and How. The BIT member will determine the level of seriousness. If the circumstance needs immediate action, it will be taken. Otherwise, the BIT member may have more questions to ask and then present the situation at the next weekly scheduled BIT meeting.

## What happens if I report a potential problem?

Please be serious about reporting! You will most likely be the first step in getting medical, psychiatric or other forms of help to someone who needs it, and/or you may be preventing a catastrophe. BIT reports are not included in academic records.

## Are all reports treated the same?

There are different levels of responses.

**Basic level** – threats are considered to be vague, indirect, lacking plausibility and risk to safety is minimal.

**Alert level** – threats could be carried out, there is an element of preparation, a target is identified, weapons may be implicated, perpetrator suspected to be significantly disturbed and there is plausible risk to safety.

### LECOM Erie Resources:

Millcreek Community Hospital Behavioral Health (814) 868-8714

Physicians Health Programs (PHP; Pennsylvania) (866) 747-2255 or (717) 558-7819

Secundum Artem Reaching Pharmacists with help (SARPh) (800) 892-4484 or (610) 583-9884

Crime Victim Center (Rape Crisis) (814) 455-9414

Crisis Services (814) 456-2014

Safe Net (Relationship Violence) (814) 454-8161

Stairways Behavioral Health, GageHouse (814) 464-8438

Safe Harbor Behavioral Health (814) 459-9300

Other resources include local medical, psychiatric and psychological professionals.

### LECOM Elmira Resources:

Elmira Police Department Chemung County Sheriff (607) 735-8600 (607) 737-2987, ext. 104

New York State Police (607) 739-8797

LECOM Security Office Elmira, NY 14901 (607) 442-3510

Family Services of Chemung County (607) 733-5696

Chemung County Crisis Program (607) 737-5369

New York State Domestic Violence Hotline (800) 942-6906

Sexual Assault Resource Center (888) 810-0093

Committee for Physicians Health (New York) (518) 436-4723

LECOM at Seton Hill Resources

Rape Crisis Center (Pittsburgh Action Against Rape) (412) 431-5665

Crisis Intervention Hotline (800) 836-6010

Center for Victims (crime and abuse) (412) 361-2820

Physicians Health Programs (PHP; Pennsylvania) (866) 747-2255 or (717) 558-7819

Seton Hill Center for Family Therapy (724) 552-0339

LECOM Bradenton Resources

Centerstone Assistance Program (941) 782-4379

Centerstone Crisis Center (941) 782-4600

Professional Resources Network (PRN) (800) 868-8776 or (904) 277-8004

Domestic Violence Victim Resources Bradenton- Hope Family Services, Inc.

(941) 747-7790

Sarasota- Safe Place and Rape Crisis Center (941) 365-1976

Rape Crisis Hotline Bradenton

(941) 708-6059

Sarasota

(941) 365-1976

**For more information contact:  
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