



ALAMO
COLLEGES
DISTRICT

NORTHEAST LAKEVIEW COLLEGE

NORTHWEST VISTA COLLEGE

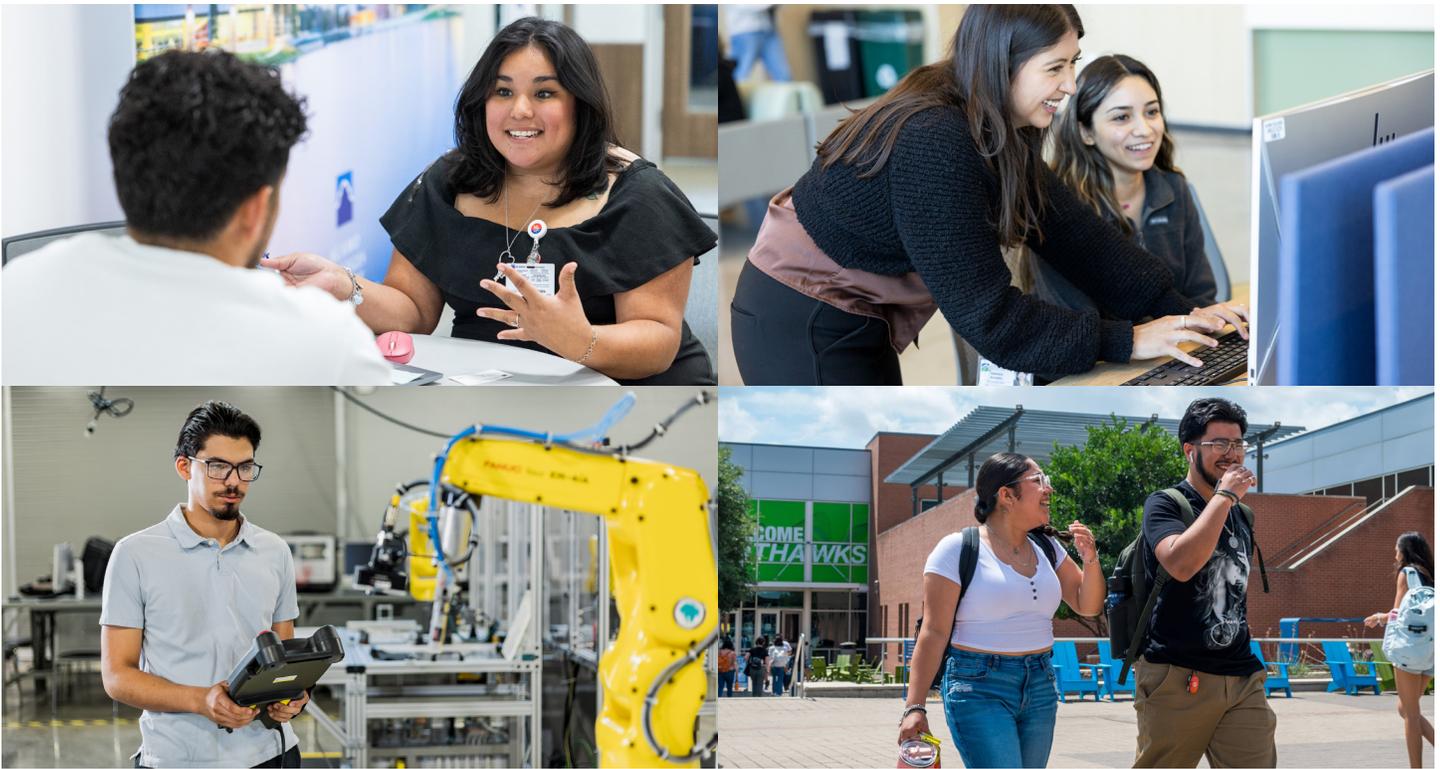
PALO ALTO COLLEGE

SAN ANTONIO COLLEGE

ST. PHILIP'S COLLEGE

Strategies of Behavioral Intervention (SOBI)

Employee and Student Guide



2026-2027
alamo.edu
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Behavioral Expectations and College Standards

The philosophy and goals of the Alamo Colleges District are to protect the equal opportunity of all persons qualified to attend and to offer services that encourage and enable students to pursue new career goals, enhance skills, and enrich their personal lives.

Enrollment in one of the Colleges is a voluntary entrance into the academic community wherein the student assumes obligations of performance and behavior that are reasonably imposed by the institution relevant to its mission.

The Alamo Colleges District respects the dignity and worth of each individual in the academic community and recognizes the basic rights of freedom of speech, assembly, inquiry, reasonable use of services and facilities, and the right to due process. In the interest of protecting students' freedoms and maintaining civility in the college community, the Alamo Colleges District has established a Student Code of Conduct and adopted policies and procedures regarding student conduct.

Student Code of Conduct

(Policy) Student Code of Conduct - Non-Academic Misconduct, Academic Integrity: [Student Code of Conduct - Non-Academic Misconduct, Academic Integrity](#)

(Procedure) Non-Academic Misconduct Disciplinary and Appeal Process: [f.4.2.1-procedure.pdf](#)

(Procedure) Academic Integrity Disciplinary and Appeal Process: <https://www.alamo.edu/link/52c4d1178b9e4cc9b3db5319b94bd29b.aspx>

(Procedure) F.09.01 Protected Expression on Campus Student's Rights and Responsibilities [Protected Expression on Campus -Students' Rights and Responsibilities](#)

Promoting Civility on Campus

The Alamo Colleges District endorses an environment where teaching and learning activities, both inside and outside of the classroom, are paramount. In order to foster this environment, respectful conduct and discourse must be the basis for our actions. Employees and students are expected to act in a responsible, respectful and professional manner, affirming their commitment to a mutually respectful college community. All students are expected to abide by the parameters outlined in the Student Code of Conduct and the Alamo Colleges District Policies and Procedures. In addition, members of the community visiting the campuses are expected to follow appropriate behavioral provided by the Alamo Colleges.

Establishing Expectations for Conduct While Accessing Campus Services

Students, faculty, and staff share the responsibility to foster a respectful and welcoming community at Alamo Colleges. Policies and behavioral standards that are thoughtfully developed, effectively communicated, and reinforced when needed, will positively influence the ultimate goal of promoting Student Success. If conflict does arise, students, faculty, or staff should engage in communication efforts to resolve the issue.

In some cases, immediate action must be taken to prevent disruption of services or community. Examples of disruptive behaviors include:

- Intimidating or harassing behavior
- Inappropriate, disrespectful, or uncivil responses to the comments or opinions of others (in the classroom or transmitted electronically)
- Harassment
- Threats/challenges to do physical harm (even when stated in a joking manner)
- Excessive and/or persistent inappropriate and/or profane language transmitted electronically in the classroom or outside the classroom
 - [Texas House Bill 2003](#) - Online Harassment
 - [Appropriate Use of Information Technology Resources](#) (See C.1.9 for the Alamo Colleges District Appropriate Use of Information Technology Resources)

Taking Action

Identifying Red Flag Behaviors

In order to promote a safe college environment, it is important to recognize red flag behaviors or warning signs as these can help to prevent escalation of behavior. Red Flags or warning signs are questionable, suspicious, concerning or inappropriate behaviors that may be demonstrated by an individual's actions, appearance, performance and or ability to function. These red flags or warning signs may indicate potential risk or a "cry for help." Some examples of red flag behaviors include but are not limited to the following:

Examples of Red Flag Behaviors

- Notable change in academic performance – poor or inconsistent preparation
- Notable change in behavior or appearance
- Overreaction to circumstances
- Lack of empathy and concerns for others; inability to care
- Anger management problems
- Aggressive behaviors towards others
- Indirect direct threats in writing, verbal or through social media
- Impairment of thoughts (verbally or written)
- Expression of suicidal thoughts
- Feelings of hopelessness
- Withdrawal or isolation
- Appears to be under the influence of alcohol or drug use

The Importance of Referring Red Flag Behaviors

Referring to incidents fosters safety, collaboration, and enables early intervention. It helps to prevent incident escalation and continued disruptive behaviors. The Guardian software is an incident reporting system designed to enable faculty, staff and students to voluntarily refer red flag behaviors or warning signs.

If any Alamo College community member encounters disruptive or red flag behaviors, they are highly encouraged to report the incident or observation in Guardian.

Referring Concerns

Students may speak to an employee (faculty, administrator, and staff), including a counselor, college police, or a member of the SOBI Team to discuss situations or issues concerning the on- campus behavior of other students and the community.

GUARDIAN REPORT LINK: [Guardian | Alamo Colleges District](#)

Step 1: SOBI Website

Strategies of Behavioral Intervention - SOBI

Special programs and initiatives have been developed to eliminate barriers and provide educational opportunities for prospective, current, and former students of the Alamo Colleges District.

Strategies of Behavioral Intervention (SOBI)

The Strategies of Behavioral Intervention (SOBI) Employee and Student Guide provides the College community with information about how to address disruptive or threatening behavior by students or visitors at the Alamo Colleges.

SOBI Guide (PDF)
Strategies of Behavioral Intervention (SOBI) Guide-Employee and Student (PDF)
Strategies of Behavioral Intervention (SOBI) Quick Guide (PDF)

Behavioral Incident Report & Other Forms
Examples of Behaviors

Step 2: Click on Report Form

Behavioral Incident Report & Other Forms

This Behavioral Incident Report is designed to enable faculty, staff, and students to voluntarily report "red flag behaviors" that may raise concerns and incidents of student misconduct at Alamo Colleges

Behavioral Incident Report Form
(Electronic Submission)

Step 3: Complete Report Form

Alamo Colleges Forms

Name (required)

Title (required)

Incident Description (required)

Submit

Please complete the report to provide a detailed description of the incident. Pay particular attention to the behaviors of the individual and the effect of the individual's behavior on others. Concrete, specific observations are most useful. Be honest, respectful, and avoid providing judgments, assessments and opinions. Please describe conversations you have had with the individual and any action you have taken regarding this incident.

ANONYMOUS REPORT:

Referring Through the Alamo Colleges District Ethics Hotline

Reports can be filed anonymously through the Alamo Colleges District Ethics Hotline. Reports can be submitted from any computer that has internet access, by going to the Ethics page listed below. Many public locations, including the campus and public library, have internet computers. If you do not have access or are uncomfortable using a computer, you can call the Ethics Hotline toll-free number 844-302-0425 which is available 24 hours a day, 365 days a year.

https://secure.ethicspoint.com/domain/en/report_company.asp?clientid=47239&override=yes&agreement=no

Individuals are allowed to make anonymous reports/referrals, however, if a name is not provided it may hinder the SOBI team's ability to seek follow-up information that may be critical in determining an appropriate course of action. If a reporter's name is provided, the team may provide feedback regarding any actions taken.

Identifying Red Flag Behaviors

Preventing disruptive and violent behavior begins with noticing red flag behaviors. Students in severe distress frequently leave signals scattered across the campus. The challenge is to pull these pieces together so that patterns of behavior can be observed and the need for a response determined. The Alamo Colleges District seeks to address this challenge by providing sound advice for dealing with potentially dangerous situations.

Early and effective intervention can protect the campus community and enhance Student Success. To that end, it is imperative that employees and students know how to recognize problematic behaviors, when to confront them, and how to report them.

Information that should be reported is anything that is witnessed, observed, or in which you are a participant that "sends up a Red Flag." (See red flag behaviors above).

Identifying an Immediate Crisis

Information that should be reported is anything that is witnessed, observed, or in which you are a participant that "sends up a Red Flag." Examples include:

- Suspicious behaviors or actions as well as any criminal acts
- Knowledge of information or incidents that could cause harm to persons, property or reputation
- Demonstration of high-level violations of the Student Code of Conduct
- Any high-risk behaviors such as being under the influence of drugs or alcohol
- Disturbing or strangely violent student writing
- Expressions by others of feelings of depression, lack of self-worth, and/or uselessness including suicidal symptoms

Responding an Immediate Threat

If you need immediate assistance in responding to a threat to your safety or the safety of others, contact the Alamo Colleges District Police Department at 5-0911 from your office phone or 911 from your cell phone to reach local law enforcement. Alamo Colleges District Police Department is staffed 24 hours a day, 7 days a week, and can dispatch ACPD personnel and/or local law enforcement to assist you at your campus location.

Feedback to Referring Individual

Offering feedback contributes to improved management of the SOBI initiative and ultimately enhances an environment of civility on campus. Referring sources will be notified that the referral has been received and that action is being taken.

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. Therefore, the specific findings and action taken by the SOBI Team or the district administration may not be disclosed to the referring source.

Referring Process

This SOBI Incident Report Form is designed to enable faculty, staff and students to voluntarily report “red flag behaviors” that may raise concerns, as well as obvious incidents of an individual’s misconduct at the Alamo Colleges District. An incident, in this context, is an event that does not warrant immediate intervention. In the event of an emergency that requires immediate intervention, call Alamo Colleges District Police Department at 5-0911 from a campus phone or 911 from other phones.

Information obtained through the Behavioral Incident Report will be utilized in support of the functions directly related to the Strategies of Behavioral Intervention program:

- Provide consultation, education, and support to faculty, staff, and administration in assisting individuals who display concerning or disruptive behaviors;
- Gather information to assess situations involving individuals who display concerning or disruptive behaviors;
- Recommend appropriate intervention strategies or disciplinary sanctions;
- Connect individuals with needed campus and community resources; and
- Monitor ongoing behavior of individuals who have displayed disruptive or concerning behavior.
- The reports provide a standardized mechanism for recording observations of troublesome behaviors, for alerting staff of potential concerns, for responding to individual incidents and for offering appropriate and timely interventions to resolve and/or prevent escalation of issues and behaviors.
- Reports also assist the Alamo Colleges District in revealing patterns of disruptive behavior of specific individuals provides the nature and frequency of disruptions at Alamo Colleges District.
- In accordance with the Alamo Colleges District Student Code of Conduct, information provided in the Behavioral Incident Report may also be considered in determining appropriate disciplinary action with students.

College	Alamo Cares Websites	Phone Number
Northeast Lakeview College	Alamo Colleges : NLC : NLC cares	210-486-5182
Northwest Vista College	NVC : Mental Health Counseling Alamo Colleges	210-486-4914
Palo Alto College	PAC : About PAC : PAC Cares Alamo Colleges	210-486-3755
San Antonio College	SAC : Experience SAC : Current Students : SAC Cares : SOBI Alamo Colleges	210-486-0926
St. Philip's College	SPC : SOBI Alamo Colleges	210-486-2746
Off-Campus Site	Contact associated college above	