



8.1 Violence Risk and Threat Assessment

8.1.1 Overview

The objective of threat management is to determine the value of a threatening situation. Determining the intent, motive, and ability provides the essential ingredients for assessing the level of risk to College employees or students. After determining the value of a threat, a strategy is developed for defusing the potential risk.

8.1.2 Disturbance, Fights or Physical Abuse

It is important that you not ignore a potential dangerous situation. If you hear yelling or threatening language, confront it immediately or ask someone for help. Knock on a closed door to see if everything is all right or approach individuals to ask if there is a problem. It is better to interrupt a situation that could be dangerous, than to ignore it. If you are uncomfortable doing that, call someone who can help. Usually a call to Campus Safety (Dial 3218), can generate help very quickly.

If you witness a fight or some other physical abuse, do not become involved but contact Campus Safety (Dial 3218) immediately. It is recommended that you then return to the scene of the incident and attempt to disperse onlookers and discourage others from becoming involved in the confrontation. If in doubt, call 911.

8.1.3 Communication Criteria

Communications containing any of the following references should be immediately reported to the supervisor or other College Official who will report it to the appropriate Vice President or other authority. In case of students, the report should go to the Vice President for Student Services as well as Campus Safety.

- **Threats.** All threats of harm to College employees and students received in writing by telephone, e-mail or fax, through an informant, or in-person should be reported. Any assault or attempted assault should be reported.
- **Inappropriate Communications.** Many communications do not make explicit threats but are nonetheless cause for concern. Any communication that meets one or more of the following tests should be reported:
 - ♦ A particular complaint or sense of outrage over the handling of a College incident.
 - ♦ References to a special history or destiny shared with the employee or

student.

- ♦ Evidence of suspicious behavior, stalking behavior, or research into personal affairs of the employee or student.
- ♦ References to death, suicide, weapons, violence, assassinations, acts of terrorism, or affection.
- ♦ Obsessive desire to contact the employee or student.
- ♦ Belief that the employee or student owes the person a debt.
- ♦ Perception of the employee or student as someone other than him or herself.
- ♦ References to public figures that have been attacked.
- ♦ References to individuals (or their acts) that have attacked public figures or committed notorious acts of violence or terrorism.
- ♦ References or claims of mental illness, such as psychiatric care, anti-psychotic medication, etc.
- ♦ References to bodyguards, security, safety, danger, etc.