

# Christopher Newport University

## **Policy: Campus Violence Prevention Policy Number: 1055**

Executive Oversight:	Vice President of Student Affairs and Vice President for Finance and Planning/CFO
Contact Office:	Student Affairs and Human Resources
Frequency of Review:	Annually
Date of Last Review:	September 2023

### **A. PURPOSE**

The purpose of this policy is to support a safe and secure environment in which students and employees can live, learn and work by establishing preventative and protective measures and providing assistance and support to implementation of those. It identifies members of the campus community to whom threatening behavior should be reported; describes when and how students, faculty and staff are expected to report threatening behavior and encouraged to report concerning behavior; and establishes procedures for the identification, assessment, and mitigation of individuals engaging in such behavior. This policy applies to all students, faculty, staff, and any other individual on Christopher Newport property or participating in Christopher Newport programs or activities or threatening the same.

### **B. POLICY STATEMENT**

Christopher Newport University prohibits violence and threats of violence by members of the campus community, and by third parties when they are on property the University owns or controls, when they are engaged in university business or activities at any location, and such action risks harm to the University community. Acts or threats of violence may result in suspension, dismissal, termination, withdrawal of any other relationship with the University, and/or exclusion from University property.

### **C. DEFINITIONS**

**At-Risk Individual:** An employee, student, or other person who is a potential target or victim of a threat of violence.

**Campus:** Any location, either permanent or temporary, owned or leased by Christopher Newport University. This includes, but is not limited to, the buildings, grounds and surrounding perimeters of the University, including parking lots, playing fields and residence halls.

**Concerning Behaviors:** A range of behaviors and/or conduct that may lead to acts of violence. Examples include references to planning a violent or destructive event or harming others; preoccupation with weapons, violent events, or persons engaged in violent acts; intimidating/disruptive/alarming conduct such as extreme and inappropriate reactions or responses, angry outbursts, and changes in behavior; suicidal ideation; expression of excessive or obsessive feelings of rejection, desperation, despair and the like; and/or abuse of drugs or

alcohol.

**Employee:** For purposes of this policy, an employee is any salaried or wage faculty or staff member, graduate student paid on assistantship, or student worker.

**Student:** Any individual who has accepted an offer of admission as an undergraduate or graduate student and who has not yet graduated, officially transferred to another institution, or officially withdrawn from the university.

**Threat:** An expression of intent to cause physical harm. A threat can be verbal or nonverbal, communicated orally, in writing, through gestures or electronic transmission, or by any other means. It can be communicated indirectly or directly to an intended recipient.

An imminent threat consists of a present and identifiable action, condition or event that creates an immediate and substantial likelihood of death or serious bodily injury that could occur within a short period of time.

**Acts of Violence:** Behavior involving physical force intended or likely to hurt, harm, damage or kill someone or something. Examples include intentionally causing physical injury to another or self; intentionally damaging property; brandishing or using a weapon in a manner not required by the individual's position; and inciting or aiding any of these examples.

## **D. PROCEDURES**

### **1. Identifying and Reporting Violent, Threatening or Concerning Conduct**

Employees of Christopher Newport must report acts of physical violence or threats made by or against members of the university community to one of the offices listed below. All students, alumni, family members friends and neighbors of the university are strongly encouraged to report acts of violence or threats by or against members of the university community. The following protocols and information are provided to assist in the reporting of violent, threatening, or concerning conduct.

#### **a. Imminent Threats**

**Any member of the university community who observes violent behavior or behavior believed to be an imminent threat of physical violence should report it immediately to the Christopher Newport Police Department by calling 757-594-7777. When in doubt, report.**

#### **b. Other Concerning Behavior**

All members of the university community are strongly encouraged to report any other concerning behavior that may be a safety issue. Examples of such concerning behavior other than actual or imminent threats of physical violence include but are not limited to:

- Displays of disruptive conduct or troubling non-verbal communications
- References to violent, destructive or harming behavior

- Extreme and inappropriate reactions or responses
- Suicidal or homicidal comments or threats
- Unexplained and alarming changes in behavior or personal habits
- Any other hostile behavior or communication that causes or might cause legitimate fear for the physical safety of the individual or others

### c. Reporting Other Concerning Behaviors

Concerns other than actual violence or imminent threats of violence should be addressed by contacting one of the following, as appropriate under the circumstances. Please note that, of these resources, University Police may be utilized for reports regarding any concerning behavior. Further, only University Police is certain to provide an immediate response.

Any concerning behavior:

- University Police: 757-594-7777
- [Silent Witness Program](#) (anonymous on-line reporting)

For concerning behavior involving a university employee, reports can be submitted to:

- Office of Human Resources: 757-594-7145
- Office of the Provost: 757-594-7050 (reports involving instructional faculty)
- Office of Title IX and Equal Opportunity: 757-594-8819 (for Title IX/EO)

For concerning behavior involving a student, reports can be submitted to:

- Office of the Vice President for Student Affairs: 757-594-7160
- Center for Honor Enrichment and Community Standards: 757-594-7190
- Office of Residence Life: 757-594-7527
- Residential Fellow or Resident Assistant (RA)
- Office of Title IX and Equal Opportunity: 757-594-8819 (for Title IX/EO)
- Captain's Care Program (on-line reporting through *CNU Live*)

In addition to responding to the reporting individual, staff members from these offices may also respond by bringing the concern to the Threat Assessment Team. Community members may also report directly to a member of the Threat Assessment Team established below.

## 2. Campus Violence Prevention Committee

The mission of the Campus Violence Prevention Committee, is to provide leadership to, and coordination of, efforts to prevent physical violence on campus, to make this policy and related education and training available to the campus community, and to educate the campus community on when and to whom to report. To inform educational and training efforts, the Committee may request data from the Threat Assessment Team (TAT), Behavior Intervention Team for Students (BITS), Employee Workplace Review Team (EWRT), the Campus Review Committee-Sexual Violence (CRC-SV) or specific administrative offices as needed. The Committee is also responsible for making policy recommendations based on legislative updates and for assuring systems are in place and functioning to implement its requirements. It shall meet at least quarterly to review activity under this policy, and consider any necessary resources or recommended changes to policy,

practice, campus communication or training needed to better prevent physical violence and threats of physical violence.

The members of the Campus Violence Prevention Committee shall be:

- the Associate Vice President/Chief Human Resources Officer who shall serve as co-chair of the committee;
- the Assistant Vice President of Student Affairs, who shall serve as co-chair of the committee;
- The University Police Chief;
- the Director of Emergency Management;
- the Executive Director of Health & Counseling Services;
- the Director of Residence Life;
- the Chief Communications Officer;
- the Title IX Coordinator; and
- an Academic Dean selected by the Provost

University Counsel shall be included in meetings of the Campus Violence Prevention Committee to provide legal advice and counsel as needed.

All members of the Campus Violence Prevention Committee must complete at least two hours of annual training in campus violence prevention and/or threat assessment.

### **3. University Threat Assessment Team**

#### **a. Mission**

The University Threat Assessment Team (TAT) is established to assess and mitigate threats of physical violence that involve members of the University community. It assesses reported individuals whose behavior may present a threat of physical harm to others, identifies appropriate intervention measures, and directs action necessary to eliminate or mitigate the threat, over both the short and long term.

#### **b. Leadership and Members**

The Vice President of Student Affairs (VPSA) and the Vice President for Finance & Planning/CFO (CFO) shall serve as co-chairs of the TAT. The Police Records Specialist shall serve as the Recording Secretary. In addition to the co-chairs, the membership of the TAT shall include:

University Police Chief;  
Executive Director of Health & Counseling Services;  
Associate Vice President/Chief Human Resources Officer, who shall coordinate case management for employees;  
Assistant Vice President of Student Affairs, who shall coordinate case management for students;

University Counsel shall be included in meetings of the TAT to provide legal advice

and counsel as needed.

Individuals in addition to members of the TAT may be called upon to attend meetings, provide information, participate in assessment or management, or otherwise assist the Threat Assessment Team on a case-by-case basis, as needed. Examples of other possible participants include the Coordinator of Title IX, Academic Deans, the Director of Athletics, the Director of Emergency Management, the Associate Dean of Students, the Director of Accessibility & Care Team Support, or the Director of the Center for Honor Enrichment & Community Standards. The Co-chairs shall be responsible for identifying the need for additional participants and seeking their participation. In assessments involving threats of sexual violence, the Coordinator of Title IX shall be consulted by the Threat Assessment Team. In assessments involving alleged behavior of an instructional faculty member, an Academic Dean shall be consulted by the Threat Assessment Team.

**c. Meetings**

The co-chairs of the Threat Assessment Team and the University Police Chief convene upon receipt of a report of concerning or threatening behavior received from the Behavior Intervention Team for Students (BITS), the Employee Workplace Review Team (EWRT), the Campus Review Committee for Sexual Violence (CRC-SV), the University Police, or reports received from community or non-community members. The co-chairs and the University Police Chief will determine whether such reports should move forward to the TAT. When any member of the TAT receives a report of concerning or threatening behavior, they must notify a co-chair of the TAT so that a determination can be made whether to move the report forward to the full Threat Assessment Team.

When the TAT convenes, it is responsible for conducting a fact-based behavioral threat assessment to discern if the individual being reported is on a pathway toward harmful or physically violent behavior. TAT has the responsibility to preliminarily ascertain the level of risk that may exist due to the reported behavior and to identify initial steps to mitigate the risk. TAT must also gather additional information to more fully assess what level of threat may be present. As outlined under §23.1-805 of the Code of Virginia, this information includes criminal history and health records permitted under §§ 19.2-389 and 19.2-389.1 and § 32.1-127.1:03, respectively, when an individual poses an articulable and significant threat of physical violence to others. TAT must also gather any university records and other information (see Appendix A). Records shall be kept of information gathered, decisions made, actions directed, and follow-up efforts undertaken. All gathered records shall be maintained pursuant to Section D. 3.e of this policy.

In the absence of any newly reported threat, the Threat Assessment Team shall meet monthly to review the current status of individuals previously assessed.

TAT does not provide critical incident response. Appropriate administrative offices will maintain immediate response protocols for imminent threats and emergencies. Further, TAT is not a disciplinary body. Any disciplinary actions that may be necessary based

on an individual's behavior are the purview of the appropriate administrative units (e.g. human resources and student conduct). Violations of law are the purview of law enforcement agencies and the appropriate judicial system.

#### **d. Steps in Threat Assessment Process**

##### ***Step 1: Initiation***

Upon receipt of a report of behavior that has the potential to result in physical violence, the Threat Assessment Team will meet to review the initial information received. The Team will also review any initial steps undertaken by university administrative offices to reduce the risk of harm or potentially violent behavior.

##### ***Step 2: Assessment and Assignment of Priority***

The Threat Assessment Team will evaluate information received and assign a preliminary threat assessment priority (Appendix B). The Team will also identify additional records or information it needs in order to more fully and accurately assess the threat and to identify additional available and necessary steps to reduce risks of physical violence. Based on information reviewed, preliminary assessments assigned, and initial mitigation steps taken by administrative offices, the TAT will determine additional risk reduction strategies and establish a timeline for the continued evaluation of the case. If the Team preliminarily determines that a significant and articulable threat of violence exists, the co-chairs or the Chief of Police shall, within 24 hours, notify in writing, local law-enforcement in Newport News, the city or county of residence in which the individual resides and, if known, is located. They must also notify in writing the local attorney for Commonwealth within 24 hours of the preliminary assessment. In those same determinations, the co-chairs shall notify the University President in writing within 24 hours of the determination.

##### ***Step 3: Available Interventions***

Based on the preliminary threat assessment priority, the TAT must meet reporting obligations specified under the Code of Virginia. Additionally, depending on the assessment, interim measures or administrative withdrawal/leave may be directed. Examples of intervention steps available to the Threat Assessment Team are found in Appendix C.

##### **On-Going Assessment/Evaluation**

The Threat Assessment Team has an initial obligation to continue its assessment of an individual whose behavior necessitated immediate or interim intervention. This assessment may include interviews, outside evaluative/consultative services, and re-entry steps and requirements for continuing to remain on campus. Examples of the types of steps the Threat Assessment Team may require are found in Appendix D.

When the university has knowledge that a student or employee who was preliminarily determined by the university's Threat Assessment Team to pose an articulable and significant threat of physical violence is transferring to another institution of higher education or place of employment, the appropriate co-chair of the Threat Assessment Team shall, to the extent permitted by law, notify the institution of higher education or

place of employment to which the individual is transferring of the investigation and determination.

#### ***Step 4: Case Management***

Upon completion of the initial evaluation of threat process, there may remain a need for ongoing monitoring, support services or even re-evaluation of subsequent or developing threats. Each open case shall be reviewed at the monthly meeting of the TAT. The TAT will assign and provide intervention directives consistent with the assessment of the particular case threat and subsequently delegate any ongoing administrative or support services oversight and provision to a university official/administrator that serves as the case manager. Case management will in these situations be employed to serve these functions as assigned responsibilities given by the TAT, with information and feedback provided between the TAT and the case manager. Case management can remain active for an appropriate and potentially ongoing duration based upon the follow up review and evaluation of the TAT. Case managers shall provide recommendations to the TAT for the continuation or cessation of on-going case management.

In all cases, the TAT shall regularly receive updates and consider changes to priority status. The TAT shall review, re-assess and intervene as necessary and may close a case as risk priority dictates.

#### **e. Records**

The CNU Police Department will be the custodian of all records received, created and maintained by the Threat Assessment Team. The Police Records Specialist shall serve as the Recording Secretary of the TAT. Information brought to the attention of TAT will be handled with the utmost discretion and confidentially. Any threat assessment records generated by TAT are held in the strictest confidence and will not be maintained with other university record systems such as employment, personnel, academic, student, medical, or mental health records.

#### **f. Training**

Each threat assessment team member and designee is required to complete a minimum of eight hours of initial training within 12 months of appointment to the threat assessment team. Further, each standing member must complete a minimum of two hours of threat assessment training each academic year. This training must be conducted by the Department of Criminal Justice Services or an independent entity approved by the Department. Documentation of completion of training requirements shall be managed by the Records Specialist.

### **4. Behavior Intervention Team for Students**

#### **a. Mission**

The Behavioral Intervention Team for Students (BITS), provides intervention and support to students exhibiting behaviors of concern. Such behavior may derive from a mental health issue, potential harm to self or others, general concerns regarding behavior changes, or substance abuse.

**b. Leadership & Members**

The Director of the Center for Honor Enrichment & Community Standards shall serve as the Chair for BITS. In addition to the chair, the membership of BITS shall include:

Captain, Operations Division Commander, University Police;  
Assistant Director, Counseling Services;  
Director, Orientation and Student Involvement;  
Director, Residence Life;  
Director, Accessibility & Care Team Support; and the  
Associate Dean of Students

**c. Monitoring & Reporting Obligations**

BITS members monitor student behavior that indicates an additional need for intervention and support may be necessary, particularly to prevent self-harm or disruption to others. Examples of such behavior may include self-care difficulties, rising mental health challenges impacting others, substance abuse issues, and other unhealthy actions (e.g. excessive sleeping or lack thereof). Students exhibiting these types of behaviors may be identified through normal work functions, through voluntary or involuntary hospitalizations, or be reported from concerned parties.

The chair of the BITS team will provide general information regarding students of concern to the University Threat Assessment Team at the TAT monthly meeting. In instances where BITS identifies a student whose behavior may rise to a threatening level, the chair of the BITS team shall notify a co-chair of the TAT to immediately evaluate the need to convene the TAT.

**d. Case Management**

Students identified by the BITS for on-going management and support shall be assigned a case manager. The case manager will typically be a member of the Accessibility & Care Team Support office, but BITS shall identify other individuals within its respective departments to serve in this capacity at their discretion. Case managers shall provide regular updates to BITS as directed by its members.

**e. Records**

BITS records shall be maintained using the Maxient database system, which is managed by the Director of CHECS.

**f. Training**

BITS members shall complete at least two hours of threat assessment training each calendar year.

**5. Employee Workplace Review Team (EWRT)**

**a. Mission**

To review employee relations issues to determine the impact of the situation on the campus community, identify available resources, and determine if the situation should be reported to the Threat Assessment Team.

**b. Leadership and Members**

The Director of Human Resources Operations shall serve as the chair of the EWRT. In addition to the chair, membership of the EWRT shall include:

Associate Vice President/Chief Human Resources Officer  
Assistant Director of Human Resources (for employee relations)  
Director of Title IX/EO

**c. Monitoring & Reporting Obligations**

The Employee Workplace Review team members monitor employee behavior that indicates an additional need for intervention and support may be necessary, particularly to prevent self-harm or disruption to others. Examples of such behavior may include self-care difficulties, rising mental health challenges impacting others, substance abuse on the job, difficulties with supervisors or co-workers and criminal charges.

The chair of the EWRT will provide general information regarding employees of concern to the University Threat Assessment Team at the TAT monthly meeting. In instances where the Employee Workplace Review team identifies an employee whose behavior may rise to a threatening level, the chair of the EWRT shall notify a co-chair of the TAT to immediately evaluate the need to convene the TAT.

**d. Case Management**

The Assistant Director of Human Resources is responsible for the case management and communication with employees.

**e. Records**

Employee records will be maintained in Human Resources in accordance with the Department of Human Resources record-keeping standards.

**f. Training**

Employee Workplace Review team members shall complete at least two hours of threat assessment training each calendar year.

**6. Campus Review Committee-Sexual Violence (CRC-SV)**

**a. Mission**

The CRC-SV is established to assess and mitigate threats of sexual violence that impact members of the University community. It assesses reported individuals whose behavior may present a threat of sexual violence, identifies appropriate intervention measures, and directs action necessary to eliminate or mitigate the threat, over both the short and long term.

**b. Leadership and Members**

The Title IX Coordinator shall serve as the chair of the CRC-SV. In addition to the chair, the membership of the CRC-SV shall include at least:

- The University Police Chief;
- Captain, Operations Division Commander, University Police;
- The Chair of the Behavior Intervention Team for Students

**c. Monitoring & Reporting Obligations**

Upon receipt of information of an alleged act of sexual violence, the CRC-SV must meet within 72 hours to review the information. The CRC-SV shall meet again as necessary as new information becomes available.

The chair of the CRC-SV team will report students of concern to the University Threat Assessment Team on a monthly basis. In instances where the CRC-SV team identifies an individual whose behavior may rise to a threatening level, the chair of the CRC-SV team shall notify a co-chair of the TAT for immediate triage.

**d. Case Management**

The Title IX Coordinator is responsible for case management.

**e. Records**

All records pertaining to reports of sexual violence will be maintained by the Title IX Coordinator. Such records maintenance does not preclude the University Police Department from pursuing criminal investigations and the requisite records management related to these investigations.

**f. Training**

CRC-SV team members shall complete at least two hours of threat assessment training each calendar year.

**7. Communications Related to Threats of Physical Violence**

A “significant emergency or dangerous situation involving an immediate threat to the health and safety of students, faculty, staff and guests” shall generate an **Emergency Notification** to campus. Emergency notifications are authorized by the Chief of Police in consultation with the Vice President of Student Affairs. If deemed necessary, University Police personnel are authorized to activate the outdoor siren and public address systems to initiate a pre-determined message applicable to the emergency situation. The Chief of Police or the Director of Emergency Management, or designee, are the authorized university personnel who may activate any of the emergency notification system components.

A “serious or continuing threat to students, faculty, staff and guests” shall generate a **Timely Warning**. This warning is provided to enable those individuals to protect themselves and will be issued as soon as the pertinent information is available. Timely warnings are provided to alert the community to threats related to or arising from crimes specified in the Clery Act that are reported to a Campus Security Authority and have occurred within the university’s Clery geography. The warnings will always withhold the name(s) or identifying information of any victim but may contain identifying information about a possible suspect(s). Timely warnings are written and distributed by the Chief of Police or designee in consultation with the Vice President of Student Affairs.

In instances that do not necessitate a need for either an Emergency Notification or a Timely Warning, the Chief Communication Officer in consultation with the University President may develop other campus messaging as appropriate.

**8. Retaliation**

Retaliation against any member of the campus community for reporting or having witnessed a threat of physical violence or concerning behavior is prohibited and subject to disciplinary action. The university shall address any such retaliation brought to its attention as a conduct matter.

#### **E. RESOURCES**

Additional resources regarding Campus Violence Prevention Programs are available as listed below:

- Guidelines and procedures for handling emergency situations are available at [cnualert.info](http://cnualert.info)
- [CNU Police Department](#)
- CNU Title IX and EO
- Director of Emergency Management
- [SAVE](#) (Sexual Assault and Violence Education)
- Campus Violence Prevention Committee
- Campus Violence Prevention Program training is provided to new employees by University Police and scheduled through the Office of Human Resources.
- Clery training is available to Campus Security Authorities through [CNU Learning Center](#)

#### **F. AUTHORITY**

Code of Virginia, §23.1-805, §23.1-806

#### **G. REFERENCES**

Code of Virginia, §§19.2-389 and 19.2-389.1; and §32.1-127.1:03  
Virginia Department of Human Resources Policies (Civility Policy)  
Christopher Newport University *Civility and Workplace Violence Policy*  
Christopher Newport University *University Handbook*  
Christopher Newport University *Student Handbook*  
University Policy 1005: Discrimination, Harassment and Sexual Misconduct

#### **H. APPROVAL AND REVISIONS:**

**Approved By:** Policy Committee, August 31, 2016  
**Revision 1:** Policy Committee, May 31, 2018  
**Revision 2:** Policy Committee, April 3, 2019  
**Revision 3:** Policy Committee, September 22, 2023

#### **I. NEXT REVIEW DATE:** Fall 2024

## Appendix A

Sources of information for consideration, collection and review shall include but are not limited to:

- Incident reports and any related documentation
- University Police, which includes criminal background information, if necessary and available under the circumstances (see above)
- Family members, when doing so will not exacerbate the situation
- Academic professionals, which includes current and former faculty members and academic support units who have worked with the individual
- Any campus employer, which includes current and former staff and supervisors who have worked with the individual
- Personnel records
- Residence Life, which includes student and professional staff and self-reported information by a student
- Athletics, which includes current and former coaches, teammates, and employees
- Center for Honor Enrichment & Community Standards (CHECS), in instances where the individual involved is a student who may have a student disciplinary record
- Health & Counseling, when a substantial likelihood of harm to self or others exists that permits the sharing of information
- Information technology sources such as emails, phone logs or social media posts
- Assessments obtained from healthcare providers treating the individual
- Other, which includes additional individuals on or off campus who may have information relevant to the situation

## Appendix B

The TAT shall make a formal assessment and assign a priority as follows:

Priority 1 (Critical) –Subject poses imminent threat of serious violence or harm to self/others. Target/others vulnerable and/or have support needs. Environmental/systemic factors & precipitating events typically present. Requires immediate law enforcement and administration notification, subject mitigation & containment, activation of crisis response and notification protocols, target protection & safety planning, ongoing assessment and management planning, active monitoring, and target/community support.

Priority 2 (High) –Subject poses, or is developing capability for, a threat of serious violence or harm to self /others; or is in urgent need of intervention/assistance. Target/others vulnerable and/or have support needs. Environmental factors & precipitating events typically present. Requires immediate law enforcement & administration notification, subject mitigation, activation of crisis response protocols as appropriate, target protection / safety plan, ongoing assessment & management plan, active monitoring, and target/community support.

Priority 3 (Moderate) – Subject not known to pose a threat of serious violence or harm though risk cannot be ruled-out. Subject may be developing capability for harm and/or engaging in aberrant or concerning behaviors that indicate need for assistance/intervention. Target/others likely concerned and impacted. Environmental/systemic & precipitating factors may be present. Consider law enforcement, security & administrative notification as appropriate. Requires ongoing assessment and management plan, and active monitoring. Referrals as appropriate.

Priority 4 (Low) – Subject does not indicate a threat of violence or harm to self/others; but would/may benefit from intervention/assistance. Target or environmental/systemic concerns, or precipitating events may be present at low levels. May involve ongoing assessment/management with passive monitoring or periodic active monitoring. Referrals as appropriate; Close case if no TAT interventions or monitoring indicated.

Priority 5 (No Identified Concerns) – Subject does not pose threat of violence or harm to self or others; or need for assistance or intervention. No target needs, environmental factors, or precipitants that need TAM intervention. Close case.

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agencies be enacted. Priority 2 may constitute a “significant and articulable threat;” if such determination is made, notification protocols must be enacted.

### Appendix C

When a threat of physical violence to campus or community members exists, the Threat Assessment Team shall consider and may direct any of the following interventions be taken, by the appropriate department, to assist in the immediate or long-term prevention of physical violence.

- Exclude a person from university property, including all facilities, and university sponsored events
- Restrict a person’s access to certain areas and facilities on campus or university sponsored events
- Identify at-risk individuals and provide them information and resources to allow them to minimize the threat of physical violence to themselves
- Notify affected parties regarding an individual’s status so that they may aid in the management of any limitations
- Issue no-contact directives
- Require an immediate health assessment by a qualified and licensed professional as a condition of continued access to University activities, resources or programs
- Contact family members or other responsible persons to assist in the positive resolution, when doing so will not exacerbate the situation
- Utilize existing emergency alert notification protocols as necessary
- Notify appropriate faculty and staff as necessary regarding an individual’s participation status and particular needs or limitations
- Other steps as may be dictated or suggested by particular circumstances

## Appendix D

The Threat Assessment Team may require any of the following steps to assist in the on-going prevention of physical violence by an individual whose behavior necessitated immediate or interim intervention.

- Offer the opportunity to, or require individuals to, provide any information to the Threat Assessment Team believes to be relevant to the assessment of the threat posed by the individual.
- Require detailed documentation from a qualified and licensed professional who has assessed the individual and determined he/she does not pose a threat of physical violence and is thus able and eligible to return to the university
- Require a re-entry meeting with designated university personnel prior to return to the university
- Initiate administrative or disciplinary action regarding the threatening behavior, as appropriate
- Identify on-going requirements, including training, to permit the individual's continued presence on campus
- Assign a case manager to oversee successful completion of requirements as well as on-going monitoring and follow-up with the individual who presented the threat
- Establish a record of short- and long-term intervention steps taken and requirements expected; file this record within the Threat Assessment Team database