



# **NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY**

SEC. IV. SAFETY 3.0

## **THREAT ASSESSMENT**

### **UNIVERSITY POLICY**

#### **I. POLICY STATEMENT**

North Carolina Agricultural & Technical State University ("NC A&T" or "University") recognizes civility, understanding and mutual respect toward all members of the University community foster a climate intrinsic to excellence in teaching and learning. NC A&T is committed to providing the best possible education for all students and a good working environment for all employees. Violence or threats of violence on campus or at campus-sponsored events is incongruent with this mission and will not be tolerated.

Threat Assessment is a tool the University may use when facing an extraordinary discipline and/or safety issue. Threat Assessment is a way to assess a student's or an employee's particular physical, emotional, and psychological well-being, attempt to prevent/avoid violence, and help the individual receive the assistance needed to continue being a productive member of the campus community.

The primary goal of the Threat Assessment process at NC A&T is to provide early assistance to students and employees in distress, to ensure well-being and safety and to help prevent situations of concern from becoming more serious.

Threats of violence include, but are not limited to, any situation initiated from internal and/or external sources that:

- Endangers the safety of any faculty member, employee, student, or visitor;
- Has a negative impact on an individual's physical and/or psychological well being;
- Causes damage to personal or University property, or;
- Creates a hostile campus environment.

Any individual who commits a violent act or threatens to commit a violent act toward other persons or property on campus or at campus-sponsored event shall be subject to disciplinary action, up to and including dismissal from employment or enrollment. In addition, civil and/or criminal penalties may be pursued as appropriate. Every member of the campus community is expected to take any threat or violent act seriously, and to report such acts to the appropriate contact resources established at the end of this Policy.

It is recognized that threatening acts are complex, intimidating and confusing. No student, faculty member, staff or visitor should put themselves in danger, but rather, utilize campus resources to assess the level of danger, design an appropriate intervention plan, and employ reasonable safety measures.

## II. THREAT ASSESSMENT TEAM

Consistent with the 2007 UNC Campus Task Force Report to the UNC President, NC A&T has established a Threat Assessment Team, comprised of representatives from the following departments: Academic Affairs, Legal Affairs, Office of the Dean of Students, Student Health Services, Admissions and Enrollment Management, Environmental Health and Safety, Human Resources, Police and Public Safety, Counseling Services, Veterans & Disability Support Services, and Housing and Residence Life.

The University's Threat Assessment Team is charged to: (1) establish a protocol for identifying and responding to employees or students who potentially pose a threat to themselves or others; (2) develop a comprehensive program to educate faculty, staff and students about how to recognize signs and known indicators of violence, suicide, and mental illness; and collaborate with institutional resources available to assist with these situations; (3) educate community members on issues related to privacy of educational and medical/psychological records, including clarification of policies related to FERPA, HIPAA, and State laws; (4) develop a policy for the involuntary withdrawal of students who demonstrate through behavior they may potentially pose a threat to themselves or others, but who may not have otherwise violated the campus Code of Conduct; and (5) assess and evaluate situations of concern.

The University's Threat Assessment Team has established two subcommittees. The Imminent Danger Subcommittee ("IDS") is tasked with establishing training and protocol on Violence and Threat Management, including workplace violence, to effectively manage campus crises impacting the University as a whole. The Student Crisis Behavioral Intervention Subcommittee ("SCBIS") is tasked with establishing training, and addressing factors related to students' alcohol and drug abuse, cultural awareness, relationship violence, sexual assault, date violence, and psychological disturbances. The SCBIS is also tasked with establishing protocol and implementing intervention strategies to respond to student crises, deemed as a critical incident. A critical incident is defined as *incidents which are fraught with danger or risk, perilous; forming or of the nature of a crisis, critical*; and may include, but are not limited to: harm to self, harm to others, diminished ability to care for self, and/or significant disruption to the learning or working environment.

The Threat Assessment Team and its subcommittees are expected to meet regularly and as needed to assess and evaluate situations of concern.

This Threat Assessment Policy does not contravene any University policy and procedures.

### III. INCIDENT REPORTING

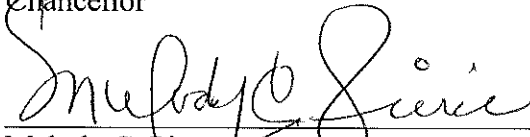
If any member of the University community observes any activity reasonably considered threatening, it is imperative the possible threat be taken seriously. In the event of an imminent threat, the University Police Department (334-7675) should be contacted immediately. For preventative or non-emergency situations, please contact Human Resources (334-7862), Counseling Services (334-7277), or Student Affairs (334-7696), as appropriate.

Approved by the Board of Trustees



Harold L. Martin, Sr.

Chancellor



Melody C. Pierce

Vice Chancellor for Student Affairs

Date Original is Effective: Upon approval

First approved: November 19, 2010

Revised: