

New Interim Policy

Rescinds and Replaces: Section IV – Safety 3.0 - Threat Assessment Policy



<p>NORTH CAROLINA A&T STATE UNIVERSITY</p> <p>CHAPTER 400 – SAFETY AND HEALTH</p> <p>UNIVERSITY POLICY 407, BEHAVIORAL THREAT ASSESSMENT</p>

SECTION 407.1 POLICY STATEMENT

North Carolina Agricultural and Technical State University (“NC A&T or “the University”) is committed to maintaining a safe and secure environment by prohibiting, preventing, and when necessary, responding to threats and acts of violence. It is further committed to identifying conditions or circumstances that may pose risks to the safety and security of the campus community in an effort to prevent and respond appropriately to behavior that may disrupt or impede university processes.

SECTION 407.2 PURPOSE

The purpose of this Policy is to guide NC A&T’s coordination of efforts in the process of identifying, investigating, evaluating, and managing concerning behaviors, threats of violence, or behaviors that potentially pose a threat of harm to self, property, or other members of the University community.

SECTION 407.3 SCOPE

This policy applies to all members of the University community, including University-recognized groups or organizations, students, employees, applicants, contractors, vendors, and visitors.

SECTION 407.4 DEFINITIONS

- (1) “Concerning behavior” means any behavior that may indicate a person is experiencing distress or is at risk of harming themselves, others, or property. Generally speaking this includes any behavior that causes another to feel alarm about an individual, that individual’s wellbeing, and/or the impact their behavior will have on the wellbeing of others.
- (2) “Imminent threat” means a reasonable belief that there is an immediate threat of physical or psychological harm to self or others.
- (3) “Mitigation strategies” mean safety interventions that are not disciplinary in nature.
- (4) “Threatening behavior” means any communication or action, including action that is the subject of criminal charges, whether occurring on-campus or off-campus, that indicates that an individual may pose a danger to their own or the safety or well-being of any member of the university community. These behaviors include acts of violence or other behaviors that may reasonably cause fear of or harm to persons or property or substantially interfere with or disrupt the educational mission of the University. Such behaviors may be expressed or

communicated orally, visually, in writing, electronically, or through any other means, and may be considered threatening regardless of whether a direct threat is expressed or was received by the intended audience or believed by the intended audience.

- (5) “Threat assessment” means the process of identifying and assessing potential acts of targeted violence.
- (6) “Threat assessment and management team” means the multidisciplinary team appointed by the Chancellor, including but not limited representatives from student affairs, law enforcement, human resources, counseling services, residential life, and other constituencies as needed, that conducts threat assessments at NC A&T when threatening behavior has been communicated and/or when a member of the University community has engaged in threatening behavior that warrants evaluation.
- (7) “Violent Behavior” means a broad range of behaviors (irrespective of perceived harm or severity) that may occur on or off NC A&T’s campus. Violent and/or threatening behavior may be physical, verbal, written, or communicated electronically and reasonably perceived to intend physical or psychological harm or cause fear of such harm. Violent Behavior includes, but is not limited to, aggressive acts, interpersonal violence, physical attacks, or threatening behavior as defined herein.

SECTION 407.5 REPORTING CONCERNING OR THREATENING BEHAVIOR

- (a) To contribute to a safe campus environment, members of the University community must immediately report any concerning behavior by faculty, staff, students, guests, visitors, groups, or organizations.
- (b) Imminent threats of violent behavior should be reported to the NC A&T University Police Department at 336-334-7675 or by calling 911 immediately.
- (c) Non-imminent threats (or concerning behavior) should be reported electronically via [Maxient](#) or directly to the Office of Threat Assessment and Management at 336-285-3815 or ncatcares@ncat.edu.
- (d) Reports will be promptly reviewed and assessed. All reports will be handled as confidentially as possible, with information released only on a need-to-know basis or as required by law.

SECTION 407.6 PROTECTIVE, RESTRAINING, AND NO CONTACT ORDERS

Any student or employee with a domestic violence protective order (commonly referred to as a “restraining order”) or a civil no-contact order that covers the campus and/or workplace should notify the University Police Department and the Threat Assessment Manager and provide a copy of the protective order if available.¹

SECTION 407.7 BEHAVIORAL INTERVENTION TEAM (“BIT”)

¹ North Carolina commonly refers to these court orders as a “50B Order” or a “50 C Order.” Other states use different names.

- (a) NC A&T's Behavioral Intervention Team ("BIT") is the multidisciplinary team responsible for identifying, assessing and implementing intervention strategies for individuals who may be exhibiting behaviors that pose potential, imminent, or actual threats to themselves or others.² Members use threat assessment and management best practices to evaluate potential threats and make recommendations to reduce risk.
- (b) BIT may receive, evaluate, and act on referrals about any individual or group that may be exhibiting concerning or threatening behavior that presents a potential risk of significant disruption to the University, its operations and/or its academic processes.
- (c) BIT, led by the Threat Assessment Manager, must meet regularly and as needed to review reports of concerning or threatening behavior.
- (d) BIT shall continue to monitor reported individuals and their circumstances to ensure appropriate resources are provided, and to periodically reassess the continued need and appropriateness of any mitigation strategies.

Section 407.7.1 BIT Jurisdiction and Access

- (a) BIT may access student and employee records only on an as-needed basis where necessary and appropriate in accordance with relevant and applicable state and federal laws, including but not limited to the Family Educational Rights and Privacy Act (FERPA), Health Insurance Portability and Accountability Act (HIPAA), North Carolina General Statutes, including the State Human Resources Act, and the policies and regulations of the UNC Board of Governors and the Office of State Human Resources.
- (b) BIT members who are not University employees may review student records as provided in 34 CFR §99.31(a)(1)(i)(B) subject to a signed, written agreement with the University that explains the requirements, restrictions, and responsibilities of accessing student and employee records under applicable law, and notifies them of potential civil and criminal liability for violations of law and the written agreement.

Section 407.7.2 BIT Members

- (a) BIT members are appointed by the Chancellor and reviewed annually by the Chancellor and the Threat Assessment Manager.
- (b) Core team members include representatives from several University departments with specific expertise and professional training in assessing and managing behavior. These departments are:
 - Counseling Services
 - Division of Human Resources/Office of Employee Relations
 - Division of Student Affairs
 - Title IX Office

² BIT is also commonly referred to as a *Threat Assessment and Management Team* or *Behavioral Assessment Team*.

- University Police Department
- (c) The Threat Assessment Manager or designee may add other University and community representatives as ad-hoc members when necessary.
- (d) The Office of Legal Affairs must provide legal guidance to BIT.

Section 407.7.3 BIT Training

- (a) The Threat Assessment Manager must provide options for training and track all trainings completed by BIT members.
- (b) All core BIT members must complete annual training on behavioral threat assessment and management.

Section 407.7.4 BIT Records

The Office of Threat Assessment and Management maintains a record of all referrals made to BIT. Access to these records are confidential and limited to BIT members and others with a legitimate need-to-know, as governed by applicable laws and policies.

SECTION 407.8 MITIGATION AND INTERIM ACTIONS

- (a) Referrals to BIT will undergo initial screening by the Threat Assessment Manager to determine whether a full threat assessment is warranted. Reports that are not determined to need a full may be referred to other University offices for appropriate action.
- (b) If the Threat Assessment Manager determines that a full assessment is necessary, the Threat Assessment Manager will facilitate the collection of additional information, including but not limited to police records, court documents, and publicly available social media, for the BIT to further evaluate the reported behavior.
- (c) Based on the assessment, the Threat Assessment Manager, in consultation with BIT, will craft and recommend an individualized management plan with the goal of mitigating the reported behavior. Such mitigation actions may include but are not limited to:
- (1) No Contact directives;
 - (2) Reassignment of duties or office;
 - (3) Residential housing relocation;
 - (4) Adjustments to course schedules;
 - (5) Voluntary withdrawal or extended leave of absence;
 - (6) Involuntary withdrawal or extended leave of absence;
 - (7) Interim removal or separation;
 - (8) Investigatory or administrative leave/placement;
 - (9) Medical, psychological, threat or other assessment; or
 - (10) Fitness for duty evaluations.

- (d) BIT may make recommendations to University departments and committees in an effort to reduce or mitigate risk associated with reported concerning behavior.
- (e) BIT assessments may occur simultaneously with other proceedings, including employee investigations, student disciplinary processes, or external legal proceedings. University officials responsible for these referrals or proceedings must keep the BIT apprised of the status and outcome of those proceedings.

Section 407.8.1 Interim Removal/Separation

Section 407.8.1.1 Students

- (a) When a student presents an imminent threat of harm to self, others, or property, BIT may recommend to the appropriate administrator after an individualized assessment that the student be removed from any or all University premises for a temporary time period as part of the safety intervention process.
- (b) The Chancellor may order the interim separation of any student based solely on the Chancellor's review of the evidence considered by BIT.
- (c) Consistent with UNC System Policy 1300.7[R], interim separation shall be presumed to be an appropriate safety intervention when a student has been charged with certain felony criminal offenses. These include any felony offense that involves harm or the threat of harm to persons or property, including assault or the use of violence or force against a person; possession of a weapon on campus or other educational property in violation of N.C. Gen. Stat. § 14-269.2; communicating a threat of mass violence on educational property in violation of N.C. Gen. Stat. § 14-277.6; inciting a riot in violation of N.C. Gen. Stat. § 14-288.2; assault on emergency personnel in violation of N.C. Gen. Stat. § 14-288.9; any act of terrorism in violation of N.C. Gen. Stat. §14-10.1; or other similar felony offenses as defined under applicable and analogous laws of this state or another state or federal law.

Section 407.8.1.2 Employees

- (a) Employees reported to be engaging in concerning or threatening behavior may be placed on investigatory or administrative leave with pay, or may otherwise be subject to other non-disciplinary interim measures in accordance with UNC System and Office of State Human Resources (OSHR) policies.
- (b) Any intervention recommended for an employee must be approved by the Division of Human Resources.

SECTION 407.9 RETALIATION PROHIBITED

Retaliation against any employee, student, or other member of the campus community who, in good faith, reports a violation of this policy is prohibited. Retaliation against any person who has supported or participated in a BIT assessment is also prohibited.

Reports that are deliberately false or include misleading claims with the intention to harass or misuse the threat assessment process may be referred for disciplinary action.

SECTION 407.10 PROTECTIONS AND SUPPORT

NC A&T offers available and reasonable support to University community members affected by threats or violent behavior. Support may include providing reasonable accommodations, granting leave, and/or referring individuals to appropriate University and/or community resources, such as counseling services, health care facilities, law enforcement, legal aid, shelters, and victim advocacy groups. When possible and appropriate to enhance safety, NC A&T may make adjustments to an individual's class or work schedule, location, or conditions, allowing for flexibility to attend medical, court, or counseling appointments relating to situations covered by this Policy.

SECTION 407.11 COMPLIANCE AND ENFORCEMENT

The University Police Department and/or other local law enforcement agencies with primary jurisdiction may investigate any report of violence, threats, or any suspicious or alleged criminal conduct committed in any University facility or on any property owned or controlled by the University. A pending criminal investigation will not delay the relevant University threat assessment and management processes.

Anyone violating federal or state laws may be charged and prosecuted. Employees violating University policies will be subject to discipline under the applicable University policy based on classification. Students violating University policies will be subject to disciplinary action under the Student Conduct Regulations.

Faculty and staff who are licensed mental health practitioners or social workers but are not working in that capacity at NC A&T must report concerning behavior pursuant to this Policy.

POLICY HISTORY:

Approved as Interim, Eff. April 14, 2025

AUTHORITY: Chancellor

POLICY OWNER: Vice Chancellor for Business and Finance

RESPONSIBLE OFFICE: Office of Threat Assessment and Management

RESOURCES:

[N.C. Gen. Stat. § 50B-1 et seq.](#)

[N.C. Gen. Stat. § 50C-1 et seq.](#)

[UNC Code and Policy Manual 1300.7\[R\], Regulation on Behavioral Threat Assessment and Management Teams](#)

University Policy Sec III, Workplace Violence

University Policy 408, Student Protective Withdrawal or Hospitalization

University Policy 409, Trespass