Threat Assessment & Management

A multi-disciplinary project of
Colorado State University

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Threat Assessment & Management

• A violence prevention tool
• Review of persons that have raised concerns
  – Risk of harming themselves
  – Risk of harming others
  – Significant disruption
• Comprehensive information and review
• Decisions on actionable steps and interventions

CSU’s Philosophy

➢ Violence is often preventable
➢ Targeted violence involves many factors
➢ Corroboration and cooperating systems are essential
➢ Threat assessment is about behavior
➢ Does the individual “pose” a threat?
➢ Managing people involved
➢ Early identification and intervention helps everyone
➢ Multiple reporting mechanisms are important
➢ Multiple resources can provide effective interventions
➢ Safety is a primary focus

Adapted from:
Stoneham, MA: Applied Risk Management, LLC.

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CSU’s Philosophy
Considering All Points

Individual ↔ Institution

Community

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CSU’s Strategy

Identification → Prevention → Response → Post Incident

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CSU’s Process

• Student Consultation Team
  – Focused on issues primarily involving students
• Employee Consultation Team
  – Focused on issues primarily involving faculty and staff
• Both teams chaired by Special Advisor for Support and Safety Assessment
• Teams report to CSU Public Safety Team
Student Consultation Team

Convened when an incident involving a student occurs that could potentially cause harm to the student or others. The team recommends and initiates responses that provide for the well-being, safety, and respect of all involved.

- Director of Support & Safety Assessment (Chair)
- Dean of Students
- Assistant Dean/Director of CRSCS
- Director of Student Case Management
- Public Relations
- General Counsel Office
- Director of Counseling Services
- Director of Residence Life
- Director of Apartment Life
- Associate Director of WGAC
- CSU Police Representative
- Director EAP & Ombuds

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Employee Consultation Team

Convened when an incident involving an employee occurs that could potentially cause workplace violence. The team recommends and initiates responses that provide for the well-being, safety, and respect of all involved.

- Director of Support & Safety Assessment (Chair)
- Assistant Dean/Director of CRSCS
- Assistant Director of Human Resources
- General Counsel Office
- Director of Counseling Services
- CSU Police Representative
- Director EAP & Ombuds
- Office of Equal Opportunity

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Threat Assessment

- Distress, Disturbance, Dysregulation
  - Emotionally troubled
  - Behaviorally disruptive or destructive
  - Risk taking behavior, suicidal
- Aggression
  - Image destruction (defamation)
  - Threats (direct, indirect, implied)
  - Win / lose attack
  - Lose / lose attack

Adapted from
NCHERM and the Center for Aggression Management
Threat Management

Others

• Support
  – Case management
  – Community assessment
  – Process through fear, guilt, and other trauma
  – Refer to mental health services
  – Follow-up as appropriate

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Concerned about Someone's Mental Health and Safety?
Wondering “IF that comment was a threat”?

• Call 911 if immediate concern for safety!
• 970 491-1350 [preferred]
• "Tell Someone" [as a second choice]
  – http://safety.colostate.edu/tell-someone.aspx

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Questions

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