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:
CSU’s Philosophy
Considering All Points

Individual ↔ Institution

Community
CSU’s Strategy

Identification --- Prevention --- Response --- Post Incident
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
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
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

Colorado State University
Threat Management

Others

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