



Policy Title: Threat Assessment Group Policy	Policy Number: (PO will provide)
Date Issued: (PO will provide)	Responsible Executive: Associate Vice President for the Department of Public Safety
Date Last Revised: (PO will provide)	Responsible Office: Department of Public Safety

Threat Assessment Group Policy

Policy Statement

The Threat Assessment Group (TAG) was formed to identify and assess behaviors of concern proactively by intervening and mitigating major disruption to community life. The TAG is designed to assist faculty, staff, students, and the administration by providing information and assistance in dealing with behavior that may disrupt or threaten the educational mission of the University or the safety of its community.

Reason for the Policy

The TAG is responsible for analyzing, evaluating, and disseminating protective intelligence information relating to both internal and external individuals who may pose a threat to students, faculty, and/or staff. This group is comprised of members from the Baylor University Police Department (BUPD), Human Resources, the Office of the Provost, Counseling Services, Student Conduct, Student Life, Title IX Office, and the Office of General Counsel. This multi-faceted group utilizes collaboration and a systematic methodology in determining risks/threats including behavior analysis, thorough investigation, and follow up of potential risks/threats to the Baylor University community.

Individuals/Entities Affected By This Policy

This policy applies to Baylor students, faculty, staff, approved contractors, as well as to any non-Baylor affiliated individual(s) who may pose a threat to the Baylor University community.

Exclusions

None.

University Policies and Documents

University policies and documents that may be implicated by TAG operations may include, but are not limited to, the following:

Baylor Police Department's Sexual Violence Response & Investigation Policy
Baylor Police Department's Mental Health Crisis Response
Baylor University's Personnel Policy #705 Dismissal
Baylor University's Personnel Policy #807 Staff Disciplinary Policy
Baylor University's Personnel Policy #835 Work Place Violence Policy
Baylor University's Policy on Threats or Harm to Self or Others
General Sexual and Gender-Based Harassment and Interpersonal Violence Policy
Student Conduct Code

Definitions

Actor – an individual whose behavior indicates he/she may pose a threat to themselves or others. Also referred to as persons of concern.

Imminent Threat – A circumstance where information available to the TAG indicates that an actor poses a substantial and imminent risk of harm to self or others.

Contacts

Subject	Contact	Telephone	Email/Web Address
Subject	Associate VP, Department of Public Safety	(254) 710-4619	www.baylor.edu/dps/index.php?id=866871
	Chief of Police, Police Department	(254) 710-2222	www.baylor.edu/dps/index.php?id=866871

Responsibilities

Associate VP, Department of Public Safety	The staff member who manages and leads the BUDPS.
Chief of Police Police Department	The staff member who manages and leads the Baylor Police Department.



Assessment Process

The TAG will use a designed proactive process to intervene in behavioral conduct that may disrupt or threaten the educational mission of Baylor University or members of its community. The TAG will use best practices in threat assessment to assess conduct that raises concerns of possible violence. This approach is the most effective process in preventing future violence on campus. The assessment process is designed to identify threatening behavior (development of an idea to commit violence and/or planning to commit violence) and attempt to intervene early enough to manage the case before the actor commits an act of violence. This model focuses first and foremost on the facts of the particular circumstances and the actor's behavior to guide conclusions and threat management plans. This method focuses on the actor's behavior by collecting information about the actor's progress from ideation, planning, and preparation to implement a plan to commit violence. In short, the process is based on preventing violence and developing effective interventions, not trying to predict it. The process is designed to:

1. Identify persons of concern;
2. Thoroughly investigate and gather information concerning the identified individual;
3. Review and evaluate the information and situation; and
4. Develop, implement, monitor, and update a threat management plan as appropriate.

The TAG's Assessment and Action Process is summarized graphically in Appendix #1.

Meetings:

The TAG will meet as needed to assess and manage emergent situations. The TAG will in some situations meet to discuss individuals of concern. Students of concern will continue to be discussed on a regular basis during the *Students of Concern Committee* meetings. The TAG will meet on a regular basis to discuss best practices in intervention, trends in campus behavior, and available resources to intervene and resolve actual or perceived threats.

Identifying People of Concern:

It is critical that the BUPD, the Students of Concern Committee, and the Title IX Office actively solicit and encourage members of the Baylor community to report any behavioral warning signs. Community education is critical to successful reporting. It should be stressed to the community that:

1. There will be no penalties for reporting behavior of concern in good faith.
2. It is important to report all behavior that causes concern, even if the behavior could alternatively be interpreted as somewhat harmless or innocuous.
3. TAG's efforts focus primarily on identifying and mitigating threats posed to students, faculty, and staff.

References

Gene Deisinger, Ph.D. et al., *The Handbook for Campus Threat Assessment and Management Teams* (Applied Risk Management, LCC 2008).

John H. Dunkle, Zachary B. Silverstein and Scott L. Warner, “Managing Violent and Other Troubling Students: The Role of Threat Assessment Teams on Campus” *Journal of College and University Law* Vol. 34, No. 3 (2008) 585.

The Jed Foundation, “Student Mental Health and the Law: A Resource for Institutions of Higher Education” New York, NY: The Jed Foundation, 2008.

Nolan, Jeffrey J., “Addressing Intimate Partner Violence and Stalking on Campus: Going Beyond Legal Compliance to Enhance Campus Safety,” (chapter in *Emerging Issues in College and University Campus Security* (Thomson Reuters/Aspatore, 2015).
<http://www.dinse.com/resource-center/news/nolan-book-chapter-available-for-download-news.html>.

Appendix #1

Baylor University Threat Assessment Group Assessment & Action Process

Baylor University Threat Assessment Group

