

University of Nebraska-Lincoln Threat Assessment Partnership

A. OVERVIEW

Mission

The mission of the Threat Assessment Partnership is to improve campus and community safety through a proactive, coordinated, and respectful approach to the identification, assessment, intervention, and management of troubling situations that pose, or may reasonably pose, a threat to the safety and well-being of the campus community.

Values

- Campus Safety Oriented
- Behavior, not Profile Based Program
- Risk Prevention and Management Focused

Objectives:

- Expedite the reporting of troubling situations
- Coordinate received reports and interventions to reduce likelihood of escalation
- Focus upon prevention as well as a calculated response to threatening situations
- Promote an open and safe campus environment
- Encourage activities and behavior that promotes and emphasizes dignity and respect

Scope

1. Threat Assessments of troubling situations are conducted to assess the likelihood of escalated violence as well as identifying measures that can be taken to mitigate the risks. University personnel and resources are used to aid in identifying these situations, to assess the totality of the situation, and to provide appropriate interventions to lessen the risk of escalation.
2. Troubling situations are generally identified as those which have caused harm or have the potential to cause harm:
 - Affecting life safety, or
 - Serious damage to University property or operations.
3. Threat assessments may be conducted:
 - On troubling situations which occur on University owned or controlled property, or
 - which involve University students, faculty and staff.

Responsibilities

1. University Community.
Campus safety is a responsibility of every member of the university community. It is encouraged that all supervisors, faculty members, other campus leaders and members of the campus community report or encourage reporting of suspicious or troubling behaviors immediately to University Police or their supervisor. The University has formal and informal communication pathways within and between departments for normal business processes. There is no need to circumvent normal University reporting processes.

Typically, these persons or units are first to receive information of troubling situations.

- Advisor, Chair, Dean or Director of Academic units.
- Supervisor or Director of business units
- Human Resources
 - Employee Relations
 - Employee Assistance Program
- Student Affairs
 - Judicial Affairs
 - Counseling and Psychological Services (CAPS)
 - Housing
- Title IX
- University Police

2. Threat Assessment Group

- a. University Police conducts threat assessments of troubling behavior as well as coordinating programs or interventions to the involved persons or groups at the University of Nebraska-Lincoln.
 - Cases managed promptly.
 - Threat Assessment Group role is not intended to supplant normal University functions but to assess safety and risk issues and coordinate interventions.
 - Designated mental health consultant may be requested for case consultation.
 - Investigation, assessments and documentation of threat assessments is the responsibility of University Police.
 - Procedural and policy review of cases and situations is conducted at the monthly meetings of the Review Team.
- b. University Police is responsible for identifying, providing and/or coordinating training and education to members of the University who will be involved in conducting assessments or who may be involved in the review of threat assessment cases.

3. Threat Assessment Review Team

The Threat Assessment Review Team is responsible for facilitating reporting of troubling behaviors, reviewing threat assessment processes and cases, and collaborating, when appropriate, in developing and implementing coordinated interventions, monitoring situations and providing feedback on observed behaviors. The Review Team is comprised of campus personnel who have the authority and decision making ability in dealing with troubling situations. Their ability to make appropriate decisions in identifying and implementing effective strategies is critical to reducing the risk of harm. This group will also be publicly identified to aid in receiving reports of troubling situations. UNL Police will organize regular meetings of the Review Team to review cases and may be called together at other times as needed.

This team shall consist of:

- a. UNL Police Threat Assessment Group members
- b. Mental Health professional with focus on campus safety

- c. Representative of Graduate Studies
- d. Representative of Undergraduate Studies
- e. Director of Judicial Affairs
- f. Representative of Housing
- g. Representative of Human Resources Employee Relations
- h. Director, student Counseling and Psychological Services
- i. Director, Human Resources Employee Assistance Program
- j. Assistant Vice Chancellor for Student Affairs
- k. Title IX representative from Institutional Equity and Compliance
- l. University Legal Counsel is not a member of the Review Team but is available for consultation on program structure, policy, statutory and regulatory interpretations.

B. PROCEDURES

Threat Assessment Group

1. The Threat Assessment Group comprises of University Police personnel and consultants who have had training in threat assessment. The officers have the ability to access various criminal justice databases, University information and have experience at gathering background information and conducting criminal investigations.
This group shall consist of:
 - a. University Police personnel assigned to conduct or supervise threat Assessments,
 - b. Mental health consultant with primary focus on campus safety,
 - c. Other personnel as needed on a case by case basis

2. When a Threat Assessment Group member becomes aware of a potential situation, that member shall:
 - a. Confirm the information and prepare information for an assessment.
 - b. Conduct a background assessment of the situation and those involved in the situation
 - c. Contact persons reporting the case, if possible and appropriate, and if deemed necessary.
 - d. Conduct a review and assessment using Threat Assessment Group members and support people as deemed appropriate.
 - e. Received cases shall be classified as either Level 1 or Level 2.
 1. Level 1 case shall be those which are assessed to have a lower threat level and typically involve primarily University policy or code of conduct violations.
 2. Level 2 cases shall be those that are assessed as having a higher threat level. These cases may typically involve:
 - i. Law violations or a higher likelihood of potential law violations,
 - ii. Harm to self with potential to cause harm to others.
 - f. Coordinate appropriate community and University resources to address concerns identified through the threat assessment program for Level 2 cases.

- g. Manage case files and documentations of all Threat Assessment cases.
- h. Threat Assessment Group supervisor will prepare case reviews of all situations reported to Threat Assessment Group in the period since the last review and provide updates on ongoing assessment cases as needed.

Threat Assessment Review Team

1. When a member of the Review Team receives information or becomes aware of a potential situation, he or she shall immediately notify Threat Assessment Group.
 - a. Members of this team shall treat information they receive as confidential and this information shall not be shared outside of threat assessment reviews or with persons other than Threat Assessment members.
2. The scope of responsibility and activity of the team includes:
 - a. Review of threat assessment cases through monthly Threat Assessment meetings for process compliance, may identify and advise on follow up issues, and may make recommendations to the Threat Assessment Group on program operational issues.
 - b. Coordination of appropriate community and University resources to address concerns identified through the Threat Assessment program for Level 1 cases.
 - c. Seeking out and attending training on behavioral issues and need for reporting of potential situations.

Campus Leaders and Community Members

1. It is encouraged that any University student, staff or faculty member aware of a potential situation report the information without unnecessary delay.
 - a. This responsibility can be accomplished by contacting University Police or a member of the Review Team. The Review Team member will then forward the information to the Threat Assessment Group.
 - b. Potential situations may not always be based on supportable facts and data, but may consist of circumstantial evidence, troubling circumstances or filtered information. For those reasons, information which is forwarded from University members to the Threat Assessment Group will be considered confidential and is not to be released to anyone other than the Threat Assessment Group, the Review Team and those persons with a need to know.