

## Policy 5-314

### Threat Assessment and Management

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#### I. **Title**

Threat Assessment and Management

#### II. **Policy**

- A. The University of Texas at Arlington (UTA) promotes a safe and secure environment in which to learn and work by recognizing warning signs, intervening and preventing, mitigating, alleviating, and prohibiting threats and acts of violence by or against members of the university community, including, but not limited to the following:
  - 1. Intentionally causing physical injury to self or another person;
  - 2. Engaging in behavior that creates a risk of physical injury to self or another person;
  - 3. Brandishing or using a firearm, weapon, or other device in violation of law or university policy;
  - 4. Intentionally damaging property;
  - 5. Threatening to cause injury to self or another person or to damage property; and/or
  - 6. Other conduct prohibited by law or university policy or harmful to members of the campus community
- B. Scope

1. UTA prohibits threats and acts of violence on university property and within university facilities. In addition, UTA prohibits threats or acts of violence at any university-sponsored event; while engaged in university business, educational or athletic activities; and while traveling in university owned or leased vehicles. UTA will also evaluate and take any necessary corrective action for any conduct that occurs off- duty or outside the above-listed activities, when that conduct may impact an employee's or student's relationship with the university community.
  2. The Threat Assessment and Management Team (TAMT) is responsible for the proactive development of campus policies, procedures, guidance, and communication among colleges, schools, and university operating departments and individuals established by the policies, and ensures access to critical information on the UTA website. Persons who become aware of situations which pose an imminent threat to the safety of the community or one of its members, including the person reporting, should notify local law enforcement immediately via 911 and the UTA Police Department (campus extension 2-3003). Persons who become aware of situations or behaviors that might pose a threat to the safety of the community should notify a member of the TAMT immediately.
- C. Non-retaliation  
No person who, in good faith, reports threatening or otherwise troubling behavior in accordance with this policy will be subject to retaliation.
- D. UTA Threat Assessment and Management Team (TAMT)
1. The TAMT is a multidisciplinary administrative team who meet regularly and whose purpose is to implement the assessment, intervention, and actions to mitigate potential threats. . The TAMT also meets in response to crisis situations in order to respond to emerging concerns and threats that may indicate a significant threat to the campus environment or the University's academic mission. The TAMT is not a disciplinary body; it works to improve community safety through a proactive, collaborative, and thoughtful process of identifying, assessing, managing, and preventing-when-ever possible-situations that pose a threat to the campus community. The TAMT inclusively considers situations that involve students, employees, visitors, and others in the vicinity of the university community.
  2. The TAMT's mission and goals are to improve community safety through a proactive, collaborative and thoughtful approach to the prevention, identification, intervention, and management of situations that pose, or may reasonably pose, a threat to the safety and well-being of the campus community. In addition, if the TAMT has knowledge that an individual may pose a threat to a neighboring community, the TAMT will engage with law enforcement officials in the neighboring community to inform them of the potential threat.
    - a. The primary goal of the TAMT is to identify, prevent, and reduce the risk of violence on campus and to promote the safety and well-being of all members of the university community.

- b. The TAMT aims to help preserve the safety and security of the university community in collaboration with other university and community services.
  - c. The TAMT provides consultation to the University in any circumstance in which there is concern that an individual, group or event poses a danger to the campus community. The TAMT inclusively considers situations that involve students, employees, visitors, and others in the vicinity of the university community.
3. The TAMT's philosophy is to identify concerns in their early phases and to work constructively and collaboratively with all parties before problems escalate into violent outcomes. UTA encourages everyone in the university community to be willing to seek help for themselves or others when there are safety concerns.
  4. TAMT Composition
    - a. Vice President for Administration and Campus Operations (Chair)
    - b. Vice President for Student Affairs
    - c. Chief of Police
    - d. Vice President of Human Resources
    - e. Provost and Vice President for Academic Affairs
    - f. University Attorney
    - g. Dean of Students
    - h. A member of Counseling and Psychological Service
    - i. External Consultants
    - j. Others to be appointed, as needed depending on the incident

### III. Definitions

**Incident:** an occurrence, caused by human action that may cause harm and require action.

**Direct Threat:** one in which the person/situation poses a significant risk to the health or safety of others that cannot be eliminated by a modification of policies, practices, or procedures. A determination that a person poses a direct threat may not be based on generalizations or stereotypes, and must be based on an individualized assessment, using reasonable judgment relying on current medical evidence or the best available objective evidence, to determine: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures will mitigate the risk.

**Imminent Threat:** a person/situation appears to pose a clear and immediate threat of serious violence toward others that requires containment and action to protect identified or identifiable target(s); and may also exhibit other concerning behavior that requires intervention.

### IV. Relevant Federal and State Statutes

Crime Awareness and Campus Security Act of 1990, Amended by Higher Education Opportunity Act of 2008

Title 20 Education, Chapter 28, Higher Education Resources and Student Assistance, Subchapter IV, Student Assistance, Section 1092

Family Educational Rights and Privacy Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

V. **Relevant UT System Policies, Procedures and Forms**

N/A

VI. **Who Should Know**

All members of the campus community, extended to individuals, agencies, institutions, and others who interact regularly with university students and employees.

VII. **UT Arlington Office(s) Responsible for Policy**

UTA Officer(s) Responsible for Policy

Office of the Vice President for Administration and Campus Operations

VIII. **Dates Approved or Amended**

May 21st, 2018

IX. **Contact Information**

All questions concerning this policy should be directed to the Office of the Vice President for Administration and Campus Operations