



<b>Policy Title: Threat Management Policy</b>	<b>Effective Date: 9/23/2014</b>
<b>Policy Number: SA-PO-1303</b>	<b>Date of Last Review: 4/1/2024</b>
<b>Oversight Department: Office of the Vice President for Student Affairs</b>	<b>Next Review Date: 4/1/2027</b>

### 1. PURPOSE

Radford University (University) is committed to providing a safe and secure environment for all members of the University community. The *Threat Management Policy* addresses the assessment of and intervention with any person whose behavior may present a threat to self, others, or the safety of the University community.

### 2. APPLICABILITY

This policy applies to all members of the University community, to all violence and threats of violence on University property, and to all forms of physical violence to self and others.

### 3. DEFINITIONS

**Employee:** Any person employed by the University as a teaching faculty, administrative or professional faculty, classified employee, part-time or wage employee, student employee, work/study employee, or any other person paid through the University’s payroll process.

**Postvention Services:** For the purposes of this policy, services designed to facilitate the grieving or adjustment process, stabilize the environment, reduce the risk of negative behaviors, and prevent suicide contagion.

**Risk Advisory Committee:** The Risk Advisory Committee is formed in compliance with Code of Virginia § 23.1-805. The Risk Advisory Committee’s mission is to provide a venue for representatives throughout the University community to discuss issues of safety related to student and employee behaviors and to recommend general actions to the Threat Assessment Team and appropriate authorities that may help in preventing and responding to violence on University property.

The Risk Advisory Committee is a standing committee chaired by the Vice President for Student Affairs and includes the Assistant Vice President for Human Resources, the Associate Vice President for Student Affairs/Dean of Students, the Chief of University Police, Director of the Center for Accessibility Services, the Director of Emergency Management, the Director of Housing and Residential Life, the Director of Student Counseling Services and SAVES (Substance and Violence Education Support Services) and a representative from Student Health Services. A representative from Academic Affairs and a faculty representative from a relevant discipline are appointed by the Provost & Vice President for Academic Affairs.

**Student:** All persons taking or enrolled in courses at the University, either full-time or part-time, pursuing undergraduate, graduate, or professional studies, and non-degree seeking students. Persons who are not officially enrolled for a particular semester or term, but who have or may have a continuing relationship with the University, are considered "students." Student status continues whether or not the University's academic programs are in session.

**Threat Assessment Team (TAT):** The Threat Assessment Team is formed in compliance with Code of Virginia § 23.1-805. This team is charged with the assessment of and intervention with any person whose behavior may present a threat to self, others, or the safety of the University community.

The TAT is a standing committee chaired by the Associate Vice President for Student Affairs/Dean of Students and includes the Assistant Vice President for Human Resources, the Chief of University Police, the Director of Emergency Management, the Director of Student Counseling Services and SAVES, and the Director of Student Standards and Conduct. TAT members may appoint a designee, as appropriate, and representatives from other University offices may be included as needed.

**University Community:** For the purpose of this policy, all persons who are employees, students, contractors, volunteers, and visitors, including invited guests, of the University.

**University Property:** All land, buildings, facilities, and other property owned, leased, or controlled by the University.

#### **4. POLICY**

- A.** Members of the University community should take any threat seriously. Reporting behaviors that may represent a threat to self, others, or the safety of the University community to the appropriate authorities is encouraged.
- B.** The Risk Advisory Committee has been charged with education and prevention of violence on University property and will:
  - 1.** Provide education and guidance to students and employees, including residence hall staff, regarding recognition of behaviors that may represent a physical threat to self, others, or the safety of the University community.
  - 2.** Identify and publicize the members of the University community to whom threatening behavior should be reported.
  - 3.** Establish policies and procedures that outline circumstances under which all employees are to report behavior that may represent a physical threat to the University community, consistent with state and federal law.
  - 4.** Establish policies and procedures for the assessment of any person whose behavior may present a threat, appropriate means of intervention with such person, and sufficient means of action, including interim suspension, referrals to community services boards or health care providers for evaluation or treatment, medical separation to resolve potential physical threats, or notification of family members or guardians, or both, unless such notification would prove harmful to the person in question, consistent with state and federal law.
  - 5.** In compliance with Code of Virginia § 23.1-802, develop policies that advise students and employees, including residence hall staff, of the proper procedures for identifying and addressing the needs of students exhibiting suicidal tendencies or behavior, and provide

for training, where appropriate. Such policies will include procedures for notifying the University's health or counseling center for the purposes set forth in § 23.1-1303.B.4 of the Code of Virginia when a student exhibits suicidal tendencies or behavior. In addition, such policies will ensure that, after a student suicide, affected students will have access to reasonable medical and behavioral health services, including postvention services.

- C. The Threat Assessment Team (TAT) has been charged with the responsibility for threat management and will:
1. Implement the assessment, intervention, and action policies set forth by the Risk Advisory Committee.
  2. Establish relationships or utilize existing relationships with local and state law enforcement agencies as well as mental health agencies to expedite assessment and intervention with any person whose behavior may present a threat to safety.
  3. Participate in threat assessment and intervention training as required by § 23.1-805 of the Code of Virginia.
  4. Meet as needed to assess potential threats, consider and recommend appropriate means of intervention, implement interventions, and provide oversight for the chosen intervention strategies.
  5. Not disclose any information or otherwise use any record of a person beyond the purpose for which such disclosure was made to the TAT.

## 5. PROCEDURES

### A. Reporting

Any member of the University community who believes that the behavior of any person may present a threat to the safety of self, others, or the University community is encouraged to report the person and behavior to the Radford University Police Department or other University offices as appropriate.

1. Radford University Police (24/7) – **(540) 831-5500**
2. Dean of Students (for student issues) – **(540) 831-6297** or, after normal business hours, contact Radford University Police at (540) 831-5500
3. Human Resources (for employee issues) – **(540) 831-5008** or, after normal business hours, contact Radford University Police at (540) 831-5500

### B. Actions by TAT

1. Reports of threatening behavior will be shared, as appropriate, with TAT as soon as practicable. TAT will assess potential threats, consider and recommend means of intervention, implement recommendations, and provide oversight for the chosen intervention strategies. The chair and team members will then report out to the appropriate University officials and/or offices, as well as law enforcement and Commonwealth attorney, in accordance with Code of Virginia § 23.1-805.
2. Interventions may take the form of any appropriate means of action to prevent violence to self or others, and may include interim suspension or medical separation, temporary employment suspension, removal from University property, or law enforcement action. Intervention will also include support for the victims of violence or threats of violence

when the victim is a member of the University community. The TAT will track reports and actions taken.

### **C. Obtaining Criminal History and Health Information**

1. Upon a preliminary determination that any person may present a threat to the safety of self, others, or the University community, or exhibits significantly disruptive behavior or need for assistance, the TAT may obtain criminal history record information on the person, as provided for in Code of Virginia § 19.2-389, "Dissemination of criminal history record information". The TAT may also obtain health records on the person, as provided for in Code of Virginia § 32.1-127.1:03, "Health records privacy".
2. No member of the TAT will re-disclose any criminal history record information or health information or otherwise use any record of a person beyond the purpose for which such disclosure was made to the TAT. However, such information may be shared with appropriate members of the administration on a need-to-know basis in order to take appropriate action regarding the person. Information that is obtained through a third party administrator must be managed in compliance with applicable federal and state regulations.

## **6. EXCLUSIONS**

None

## **7. APPENDICES**

None

## **8. REFERENCES**

[Code of Virginia § 19.2-389](#), "Dissemination of criminal history record information."

[Code of Virginia § 23.1-802](#), "Student mental health; policies; website resource."

[Code of Virginia § 23.1-805](#), "Violence prevention committee; threat assessment team."

[Code of Virginia § 23.1-1303.B.4](#), "Governing boards; duties."

[Code of Virginia § 32.1-127.1:03](#), "Health records privacy."

## **9. INTERPRETATION**

The authority to interpret this policy rests with the President of the University and is generally delegated to the Vice President for Student Affairs.

## **10. APPROVAL AND REVISIONS**

The Radford University Board of Visitors approved a *Policy on Students at Risk* at their meeting on November 2, 2007.

The Radford University Board of Visitors approved a *Threat Assessment Policy* at their meeting on April 24, 2008.

During 2013, these policies and any accompanying procedures were revised and reformatted into the new University-wide standard policy and procedure templates.

The new *Threat Management Policy and Procedure* were submitted to the President's Cabinet for initial review on December 5, 2013. The President's Cabinet recommended changes to the final drafts. Revised final drafts were submitted and approved by the Cabinet at the meeting held on March 6, 2014.

The Code of Virginia § 23-9.2:10 (recodified effective October 1, 2016, as § 23.1-805) was amended by Chapters 793 and 799 of the Acts of Assembly on April 23, 2014. The new *Threat Management Policy* was revised to conform to the revised language in the Code. Revised final drafts were submitted to and approved by the Cabinet at the meeting held on June 17, 2014.

The Radford University Board of Visitors approved the new *Threat Management Policy* at their meeting on September 19, 2014. This *Threat Management Policy* supersedes both the *Policy on Students at Risk* and the *Threat Assessment Policy*.

The Code of Virginia § 23-9.2:8 (recodified effective October 1, 2016, as § 23.1-802) was amended by Chapters 663 and 716 of the Acts of Assembly on March 26 and 27, 2015, respectively. The *Threat Management Policy* was revised to conform to the revised language in the Code. The revised policy was submitted to and approved by the Cabinet at the meeting held on June 18, 2015.

The Radford University Board of Visitors approved the revised *Threat Management Policy* at their meeting on September 18, 2015. President Kyle signed the policy on November 10, 2015.

Effective August 21, 2017, the *Threat Management Policy* was reviewed by the oversight department and the Office of Policy Compliance. The policy was revised to incorporate revised language in Code of Virginia § 23.1-802.A., which was effective July 1, 2017. Additionally, the policy was updated to the current University policy template. These minor revisions did not alter the scope or application of the policy.

Effective November 3, 2020, the *Threat Management Policy* was reviewed by the oversight department and the Office of Policy and Tax Compliance. Only minor editorial revisions were made that did not alter the scope or application of the policy.

Reviewed April 1, 2024, with only minor editorial revisions.

**For questions or guidance on a specific policy, contact the Oversight Department referenced in the policy.**