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# POLICY

Title: Personal Safety & Threat Assessment

## Policy Statement

The University of Vermont is committed to the safety and security of its campus and to the safety and welfare of its faculty, staff, students, and visitors.

Threats or acts of violence involving both persons and property constitute cause for removal from campus, discipline through appropriate channels, and/or civil or criminal prosecution.

In an emergency situation, whether perceived, possible or actual, whether on campus or at a university event or location, or otherwise related to their university duties, administrators, faculty, and staff ("employees") must report threats or acts of violence immediately to UVM Police Services. Students who perceive a possible or actual threat to others should also make such reports. Any form of retaliation against a person for making a good faith report is prohibited and may itself provide a basis for disciplinary action.

The purpose of the policy is to establish protocols for identification and assessment of risk resulting from (threats of) violence to protect the health, safety, and welfare of University community members and campus visitors and to preserve the safety of campus and University facilities through establishment of a UVM Threat Assessment Team.

## Applicability of the Policy

This policy applies to all University students, faculty, staff, campus visitors, and University vendors and contractors on University premises and at University-sponsored events. If a University policy more specifically addresses the conduct in issue (e.g., sexual assault), the more specific policy overrides this policy (see "Related Policies" below).

## Definitions

### ME E C

An emergency is a possible or actual immediate threat of serious harm to persons or property. When assessing what constitutes an emergency, a reasonable person standard should be used. Statements or actions that would lead a reasonable and

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prudent person to believe that a threat to personal safety or property exists warrants a report. If in doubt, contact police to assist with assessing the level of severity.

OSTE PO SOE VE T An event that meets the criteria set forth in UVM's [Facilities and Grounds Use for Events and Activities Policy](#).

TE A VE T An event that meets the criteria set forth in UVM's [Facilities and Grounds Use for Events and Activities Policy](#).

H EAT SSESSME T EAM The team responsible for assessing and responding to alleged threats or acts of violence that impact UVM community members or otherwise occur at a UVM facility or off-campus location in connection with an internal or hosted/sponsored event. In cases where the threat is to self only, and not to others, the matter will be referred by the TAT to the appropriate UVM official(s) for intervention and support.

H EATS O CTS O IOE CE A threat is a spoken, written, or symbolic expression with intent to do harm to or act violently toward someone or something. A threat or act of violence justifying assessment and investigation is a statement or an action that would cause a reasonable person to fear for their own safety or the safety of others. If sufficiently egregious, a threat can constitute a criminal act. If in doubt, contact police to assist with an assessment of the level of threat.

QMMU IT EM E A student, faculty member, employee, volunteer, visitor, member of an organization that fits the definition specified in UVM's Affiliated Organization Policy, or other individuals while in attendance at a UVM internal or hosted/sponsored event.

IVE ST EMISES Any property owned, leased or operated by the University, including locations of university sponsored or hosted events.

## Procedures

### Reports of Threats to Safety

The reporting channels below distinguish between apparent emergency and non-emergency situations. Any person who is unsure as to whether an emergency exists should contact UVM Police Services immediately at 9-1-1 or 802-656-3473.

Any University unit or employee who perceives there to be a threat of violence, or otherwise receives a report of a threat of violence, must immediately ensure that a report to police services has been made or make that report themselves without delay. Students should similarly make such reports without delay.

#### A. EMERGENCY SITUATIONS INVOLVING THREATS

On Campus - Call UVM Police Services at 9-1-1 (Emergencies only) or 802-656-3473

Off-Campus - Call 9-1-1 (Emergencies only) or local police

Anonymous reports may be made, using the methods noted above and via the messaging function provided in the LiveSafe application. Anonymous reports are always better than no report, but reporters should be aware that additional engagement can often assist in determining the best response/course of action. LiveSafe enables two-way communication while maintaining anonymity.

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## B. NON-EMERGENCY SITUATIONS INVOLVING THREATS

For matters related to UVM employees, in lieu of or in addition to contacting UVM Police Services, UVM affiliates may contact Human Resources at 802-656-2241 or the employee's supervisor.

For matters related to UVM students, in lieu of or in addition to contacting UVM Police Services, UVM affiliates may contact the Dean of Students Office at 802-656-3380.

For matters involving persons who are UVM affiliates, UVM community members should contact UVM Police Services at 802-656-3473

### Threat Assessment Team (TAT)

#### I. General

When a report is made regarding any perceived threat or act of violence, Police Services will evaluate and respond to the incident through the exercise of reasonable professional judgment in light of the specific facts and circumstances surrounding the incident. The Chief of Police Services or designee or any member of TAT may convene the team to assist in assessing the threat or act of violence and recommending an appropriate course of action to responsible officials. The TAT may also be convened by request of an appropriate administrator.

#### II. Threat Assessment and Response Process

TAT personnel shall be guided by their reasonable professional judgment in the discharge of their responsibilities as team members. Foremost guiding their work will be the immediate safety needs of the person(s) who is the subject of an apparent or actual threat or act of violence, and the conduct of the person allegedly, or demonstrated to be, making or committing the threat or act of violence. If an assessment may lead to disciplinary action or suspension/leave for medical reasons, such action will follow customary channels applicable to student or personnel actions as otherwise established by University policy or collective bargaining agreements.

The TAT is also responsible for communicating on a need-to-know basis with the Dean of Students' Office and/or supervisory personnel, as well as monitoring of the situation after the immediate crisis has passed.

#### III. Roles & Responsibilities

##### A. ~~CHIEF OF POLICE OFFICE~~ The CSCO is responsible to:

1. Appoint the members of the Threat Assessment Team.
2. Periodically review team membership and make updates as necessary.
3. Ensure appropriate training for team members.
4. Inform the campus community of how to make a referral to the Threat Assessment Team.

##### B. ~~THREAT ASSESSMENT TEAM~~ UVM's TAT is charged with assessing risk associated with perceived or actual threats or acts of violence and, in cooperation with other UVM units, teams or responsible parties as appropriate, formulating a response in situations where an individual's objective conduct indicates they may present a threat to the physical health or safety of others. The TAT seeks to mitigate potential risks before they result in harm. The TAT is advisory and makes recommendations to the appropriate unit or responsible official in the programs for which they are responsible.

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#### IV. Membership

## Regulatory References/Citations

None

## Training/Education

Training of TAT members will be done in accordance with current threat assessment standards by a combination of federal, state, and contracted trainers, as determined by the Responsible Official.

## About this Policy

Responsible Official:	Chief Safety and Compliance Officer	Approval Authority:	President
Policy Number:	V. 3.23.1		