Mission Statement

The mission of the multidisciplinary Threat Assessment Team is to determine if an individual poses, or may reasonably pose, a threat of violence to self, others, or the Virginia Tech community; and to intervene to avert the threat and maintain the safety of the situation.

The team responds to behaviors exhibited by students, employees, visitors, and non-affiliated persons prior to a critical incident in an attempt to prevent violence so that the Virginia Tech campus remains a safe and secure working and learning environment.

If you are concerned about a situation, notify the Threat Assessment Team by calling the Virginia Tech Police Department at 540-382-4343.

If you have an emergency, call 911

For more information, visit www.threatassessment.vt.edu

Related University Policies:
University Safety and Security
www.policies.vt.edu/5615.pdf
Campus and Workplace Violence Prevention Policy
www.policies.vt.edu/5616.pdf

Contact Information:
Threat Assessment Team Coordinator
540-231-7194
ThreatAssessment@vt.edu

If someone’s behavior makes you think:
“It may be nothing, but...”
We would like you to share your observations.
**Indicators of Potential Concern**

There are many behaviors and circumstances that may indicate an increasing risk for violence, significant disruption to others, or that a person is in need of assistance.

Violence, especially that targeted toward a specific victim, most commonly stems from the interaction of four factors:

- **S** The subject who may take violent action
  - Resistance to change or reasonable limits
  - Extreme or sudden changes in behavior
  - Difficulty learning from past experiences
  - Alienates others or isolates self

- **T** The vulnerabilities of the target or victim
  - Unclear or inconsistent expectations
  - Denial in the face of clear threat posed
  - Passive orientation to safety

- **E** An environment that facilitates, permits, or does not discourage violence
  - Chronic or unresolved conflict
  - High perceived levels of stress

- **P** Any precipitating events that may trigger reactions
  - Losses (job/status/relationship)
  - Perceived rejection or injustice
  - Ostracized by others

Above are examples of behaviors and circumstances that may serve as indicators of developing concerns. These examples are meant to help you identify potential concerns during your daily interactions with others. These examples are not all-inclusive and this information is not intended to be used as a checklist.

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**Threat Assessment Process**

1. **Identify person of concern and call Virginia Tech Police Department at 540-382-4343**
2. Team members will gather information about the situation
3. Are there reasons for concern?
   - Yes: Discuss and assess the situation, implement case management plan
   - No: Close case
4. Monitor and reevaluate the plan
5. Refer and follow-up

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**Five Key Principles of Violence Prevention**

1. **Prevention is possible**
   - Threat Assessment is about identifying people who may need assistance and intervening effectively thereby preventing greater safety concerns.

2. **Threat assessment is about behavior, not profiles.**
   - How a person acts is more important than how he/she looks or dresses.

3. **Early intervention and identification helps everyone**
   - When behaviors are identified before they become serious, many non-punitive options can be offered to assist the person.

4. **Keep victims in mind.**
   - The team works to help victims manage the situation.

5. **Safety is a primary focus**
   - The focus of a case is on what can be done for the situation, not to the subject

**Team members come from the following areas:**

- Virginia Tech Police Department, chair
- Cook Counseling Center
- Dean of Students Office
- Department of Human Resources
- Office of the Provost
- Senior Faculty Member
- Student Affairs
- University Legal Counsel
- University Registrar

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**Threat Assessment Team at Virginia Tech**

Early Intervention is Essential: Preventing violence and supporting the safety of the campus community are responsibilities of all members of the Virginia Tech community. Campus safety is enhanced through identification of indicators of potential concern and timely sharing of the information with the Threat Assessment Team.

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