

## 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 someone's behavior makes you think:

*"It may be nothing, but..."*

We would like you to share your observations.

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](http://www.threatassessment.vt.edu)

### Related University Policies:

University Safety and Security  
[www.policies.vt.edu/5615.pdf](http://www.policies.vt.edu/5615.pdf)

Campus and Workplace Violence Prevention Policy  
[www.policies.vt.edu/5616.pdf](http://www.policies.vt.edu/5616.pdf)

### Contact Information:

Threat Assessment Team Coordinator  
540-231-7194  
[ThreatAssessment@vt.edu](mailto:ThreatAssessment@vt.edu)



Virginia Tech is an equal opportunity/affirmative action institution

# Threat Assessment Team

Committed to the safety and well-being of the Virginia Tech community



## 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.

### 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

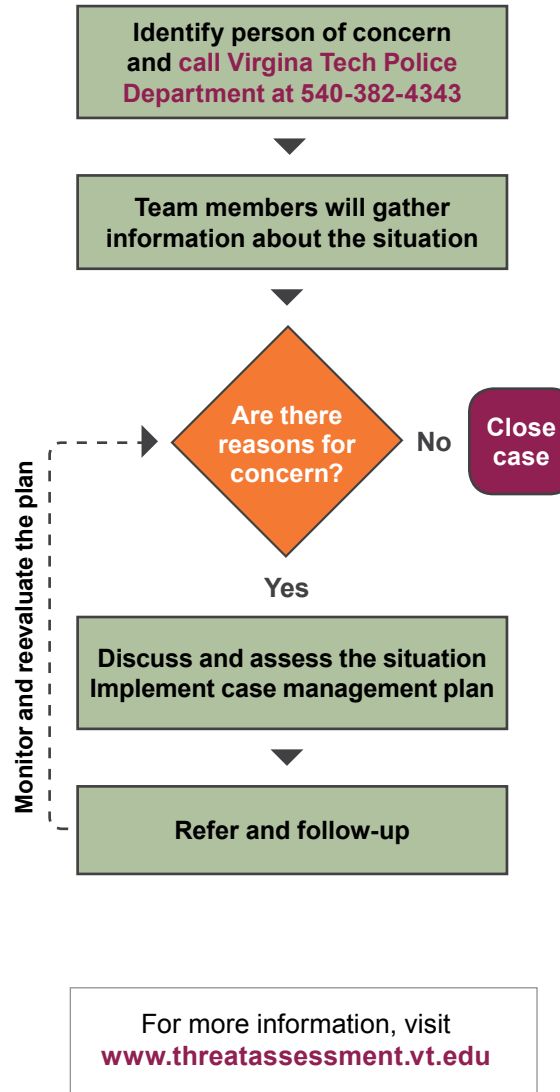
- ▶ Chronic or unresolved conflict
- ▶ High perceived levels of stress

#### 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.

### Threat Assessment Process



## 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