

Policy Title: Threat Assessment Group Policy

Policy Number:

Date Issued: January 17, 2017

Responsible Executive: Associate Vice President
for Public Safety

Date Last Revised: June 3, 2022

Responsible Office: Department of Public Safety

Threat Assessment Group Policy

Policy Statement

The Threat Assessment Group (TAG) will identify and assess behaviors of concern proactively by intervening and mitigating major disruption to community life. The TAG will assist faculty, staff, students, and the administration by providing information and assistance in dealing with behavior that may disrupt or threaten the educational mission of the University or the safety of its community.

Reason for the Policy

The TAG Policy was adopted to reduce the risk of violence to persons on the Baylor University campus. TAG is responsible for analyzing, evaluating, and disseminating protective intelligence information relating to both internal and external individuals who may pose a threat to students, faculty, and/or staff. This group is comprised of members from the Baylor University Police Department (BUPD), Human Resources, the Office of the Provost, Counseling Services, Student Conduct, Student Life, Equity, Civil Rights, and Title IX Office (EO), and the Office of General Counsel. This multi-faceted group utilizes collaboration and a systematic methodology in determining risks/threats including behavior analysis, thorough investigation, and follow up of potential risks/threats to the Baylor University community.

Individuals/Entities Affected by this Policy

This policy applies to Baylor students, faculty, staff, approved contractors, as well as to any non-Baylor affiliated individual(s) who may pose a threat to the Baylor University community.

Exclusions

NONE

1. Threat Assessment Group Policy

Related Documents and Forms

University Policies and Documents

Baylor Police Department's Sexual Violence Response & Investigation Policy

Baylor Police Department's Mental Health Crisis Response

[Faculty Dismissal Policy](#)

[Staff Disciplinary Actions Policy](#)

[Violence in the Workplace Policy](#)

[Policy on Threats or Harm to Self or Others](#)

[Sexual and Interpersonal Misconduct Policy](#)

[Student Conduct Code](#)

Definitions

These definitions apply to terms as they are used in this policy.

Actor	An individual whose behavior indicates he/she may pose a threat to themselves or others. Also referred to as persons of concern.
Imminent Threat	A circumstance where information available to the TAG indicates that an actor poses a substantial and imminent risk of harm to self or others

Contacts

Subject	Contact	Telephone	Office email/web site
Questions	Associate Vice President for Public Safety	254-710-4619	https://www.baylor.edu/dps/
	Chief of Police	254-710-2222	https://www.baylor.edu/dps/index.php?id=970812

Responsibilities

Associate Vice President for Public Safety	The staff member who manages and leads the BUDPS
Chief of Police	The staff member who manages and leads the Baylor Police Department

Assessment Process

The TAG will use a designed proactive process to intervene in behavioral conduct that may disrupt or threaten the educational mission of Baylor University or members of its community. The TAG will use best practices in threat assessment to assess conduct that raises concerns of possible violence. This approach is the most effective process in preventing future violence on campus. The assessment process is designed to identify threatening behavior (development of an idea to commit violence and/or planning to commit violence) and attempt to intervene early enough to manage the case before the actor commits an act of violence. This model focuses first and foremost on the facts of the particular circumstances and the actor's behavior to guide conclusions and threat management plans. This method focuses on the actor's behavior by collecting information about the actor's progress from ideation, planning, and preparation to implement a plan to commit violence. In short, the process is based on preventing violence and developing effective interventions, not trying to predict it. The process is designed to:

1. Identify persons of concern;
2. Thoroughly investigate and gather information concerning the identified individual;
3. Review and evaluate the information and situation; and
4. Develop, implement, monitor, and update a threat management plan as appropriate

The TAG's Assessment and Action Process is summarized graphically in Appendix #1.

Meetings

The TAG will meet as needed to assess and manage emergent situations. The TAG will in some situations meet to discuss individuals of concern. The TAG will meet on a regular basis to discuss best practices in intervention, trends in campus behavior, and available resources to intervene and resolve actual or perceived threats.

Identifying People of Concern

It is critical that the BUPD, the CARE Team, and EO actively solicit and encourage members of the Baylor community to report any behavioral warning signs. Community education is critical to successful reporting. It should be stressed to the community that:

1. There will be no penalties for reporting behavior of concern in good faith.
2. It is important to report all behavior that causes concern, even if the behavior could alternatively be interpreted as somewhat harmless or innocuous.
3. TAG's efforts focus primarily on identifying and mitigating threats posed to students, faculty, and staff.

3. Threat Assessment Group Policy

References

Gene Deisinger, Ph.D. et al., *The Handbook for Campus Threat Assessment and Management Teams* (Applied Risk Management, LCC 2008).

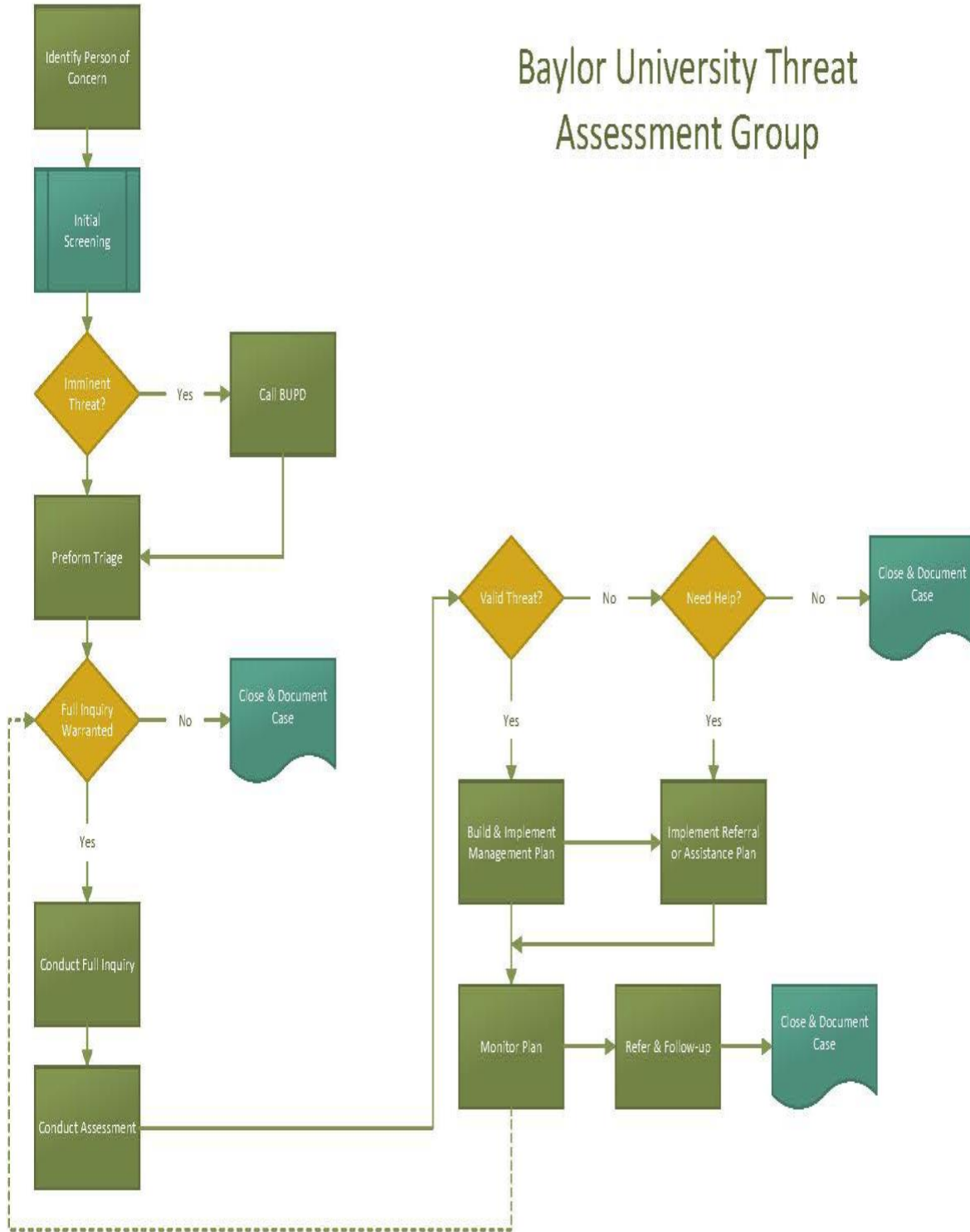
John H. Dunkle, Zachary B. Silverstein and Scott L. Warner, "Managing Violent and Other Troubling Students: The Role of Threat Assessment Teams on Campus" *Journal of College and University Law* Vol. 34, No. 3 (2008) 585.

The Jed Foundation, "Student Mental Health and the Law: A Resource for Institutions of Higher Education" New York, NY: The Jed Foundation, 2008.

Nolan, Jeffrey J., "Addressing Intimate Partner Violence and Stalking on Campus: Going Beyond Legal Compliance to Enhance Campus Safety," (chapter in *Emerging Issues in College and University Campus Security* (Thomson Reuters/Aspatore, 2015). <http://www.dinse.com/resource-center/news/nolan-book-chapter-available-for-download-news.html>.

Appendix #1

Baylor University Threat Assessment Group Assessment & Action Process



January 17, 2017

5. Threat Assessment Group Policy