

# University's Threat Assessment Teams

## *Three Versions for Three Situations*

The University's *Behavioral Review Team* is a committee that functions well to address potential threat issues involving students, however this committee is not the proper forum to address issues of threat that involve employees or from off campus/non Willamette University individuals. In addition to the University's *Behavioral Review Team*, two other threat assessment teams function to address perceived threat by employees and from off campus individuals.

The *Employee Threat Assessment Team* is activated when an employee of the University is the person who is alleged to be making a threat. In these situations the following people (positions) are alerted and meet together to assess the incident or situation:

1. Director of Campus Safety
2. Senior vice-president for Finance and Administration
3. Associate vice-president for Human Resources
4. University General Counsel
5. Employee's immediate supervisor, if appropriate
6. Dean or Vice-president who supervises the division in which the employee works, if appropriate

If there is a threat to a student or employee from an individual who is outside of the campus community, the *University Threat Assessment Team* will be assembled. This team will consult, as appropriate, with Salem Police and other law enforcement agencies. Situations that involve individuals with whom the University has no direct affiliation will likely require an outside agency to assist with a threat assessment and provide resources to help ensure that a potential threat is mitigated. The Mid-Valley Threat Advisory Team is a preeminent threat assessment team and is available to assist with assessing the potential threat posed by an individual, and can recommend strategies to mitigate those threats. Willamette University currently has direct access to this Team, as the Director of Campus Safety is an associate member.

The University positions that would be assembled to assess an off-campus source threat are:

1. Director of Campus Safety
2. Senior vice-president for Finance and Administration
3. Senior associate dean of Campus Life (co-chair of the student Behavior Review Team)
4. University General Counsel, or Deputy General Counsel
5. Director of Residence Life, if the threat is directed toward a resident student
6. Dean of the affected college of the threat is directed at a student, if appropriate
7. Employee's Supervisor, if the threat is directed toward an employee, if appropriate
8. Director of Human Resources, if the threat is directed toward an employee, if appropriate