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## 6.10.1 THREAT ASSESSMENT TEAM PROCEDURES

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### ENABLING POLICY

6.10 Dealing with Threatening Behaviour

### PROCEDURES

#### A. Threat Assessment Team Response for Threats of Harm to Self or Others

To ensure a consistent approach, the following steps outline the approach taken by the Threat Assessment Team (TAT) (see APPENDIX A for a flowchart):

1. Incident or concern reported to TAT member, Security or 911.
2. TAT reviews the nature of the incident to determine if there is an immediate threat of harm to self or others.
3. If threat is immediate, an intervention response occurs to address the immediate concern, which will include:
  - a) 911 or Security response if appropriate;
  - b) Notification to Senior Management (President + Vice-Chancellor, Vice President Academic + Provost and/or Vice President Finance + Administration) of incident; and
  - c) Once the immediate threat has been contained, a risk assessment will be conducted.
4. If there is no immediate threat of harm to self or others, the TAT or a TAT member, will:
  - a) Determine whether the incident falls within the scope of the TAT;
  - b) If the incident is outside the scope of the TAT, refer the incident to the appropriate channel (e.g. harassment or student misconduct); and
  - c) If the incident is within the scope of the TAT, conduct an initial screening of the incident.
5. There are three possible outcomes to a screening:
  - a) No risk of harm to self or others (this will be documented as such by the TAT or a TAT Member);
  - b) Possible risk of harm to self or others (TAT or TAT Member to consider follow up e.g. second screening or a risk assessment); or
  - c) Positive risk of harm to self or others (TAT or TAT Member will ensure immediate safety, then complete a risk assessment).
6. All risk assessments will be documented by the TAT, along with a report containing recommended management strategies.

## **B. Purpose of the Risk Assessment**

1. The purpose of a risk assessment is to:
  - a) identify and gather relevant information;
  - b) determine the presence of risk factors;
  - c) determine the relevance of risk factors;
  - d) develop primary scenarios for potential harm to self or others;
  - e) develop case management plans; and
  - f) communicate findings.
2. To ensure a consistent approach the six factors outlined above should always be followed, regardless of the tools used to conduct a risk assessment.

## **C. Tools for Conducting Risk Assessments**

1. The TAT may use the following tools and resources, depending upon the nature of the incident to conduct a risk assessment:
  - a) HCR – 20 Assessing Risk for Violence (Version 2) Manual (by Christopher D. Webster, Kevin S. Douglas, Derek Eaves & Stephen D. Hart) and support worksheets for conducting Risk Assessments;
  - b) Manual for the Spousal Assault Risk Assessment Guide (2<sup>nd</sup> edition) (by P.Randall Kropp, Stephen D. Hart, Christopher D. Webster & Derek Eaves);
  - c) Guidelines for Stalking Assessment and Management (by P.Randall Kropp, Stephen D. Hart & David R. Lyon);
  - d) Standard guidelines for suicide evaluations.
2. This ensures consistency in approach and the ability to articulate the process in a transparent manner. Members of the TAT will have completed standardized training programs and seminars, for example:
  - a) Proactive Resolutions certified training program, Violence Risk Assessment and Management for Post-Secondary Institutions; and
  - b) Violence Threat / Risk Assessment Seminar with J. Kevin Cameron (Canadian Centre for Threat Assessment & Trauma Response).

## **D. Risk Assessment**

1. The following information will be considered for the purpose of conducting a risk assessment and providing a report with recommended management strategies (as per the HCR – 20 Assessing Risk for Violence (Version 2) Manual):
  - a) Summary of psychosocial history
  - b) History of violent behavior (past and present)
  - c) History of violent ideation (past and present)
  - d) Historical factors
  - e) Clinical factors

- f) Risk management factors
- g) Formulation of past violence
- h) Outline plausible risk scenarios of future violence with consideration of the following
- i) Recommendations which form the basis of a management strategy report

For a more detailed overview of information that will be considered when conducting a risk assessment, see APPENDIX B.

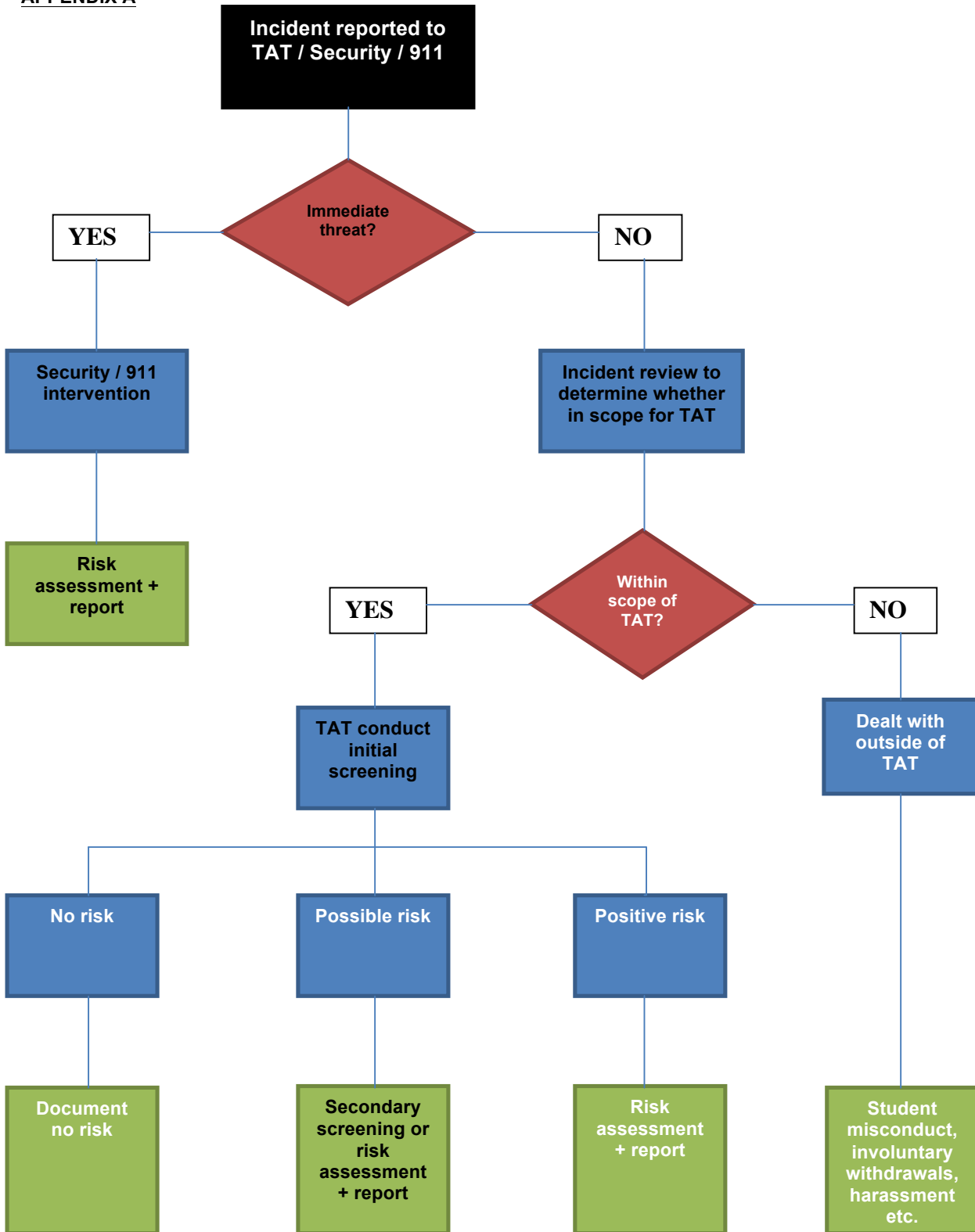
#### **E. Interviews**

Interviews may be conducted at the discretion of the TAT and may comprise one or more members of the TAT, or other persons as relevant to the case. Who is interviewed by the TAT will vary from case to case, and the order of interviews may also be dependent upon availability and significance to the case.

#### **F. Reporting**

1. Upon completion of the risk assessment, the TAT will:
  - a) provide a report and recommendations to the Director of Human Resources for every case involving a staff member or administrator;
  - b) provide a report and recommendations to the Vice President Academic + Provost, for every case involving a student or faculty member; and
  - c) provide a report and recommendations for any other case.
2. Responsibility for implementing any recommended strategies lies with those identified in the report and Senior Management who vet any recommendations.

**APPENDIX A**



## **APPENDIX B**

The following detailed information will be considered for the purpose of conducting a risk assessment and providing a report with recommended management strategies:

- Summary of psychosocial history
- History of violent behavior (past and present)
- History of violent ideation (past and present)
- Historical factors:
  - Previous violence
  - Young age at first violent incident
  - Relationship instability
  - Employment problems
  - Substance use problems
  - Major mental illness
  - Psychopathy
  - Early maladjustment
  - Personality disorder
  - Prior supervision failure
- Clinical factors:
  - Lack of insight
  - Negative attitudes
  - Active symptoms of major mental illness
  - Impulsivity
  - Unresponsive to treatment
- Risk management factors:
  - Plans lack feasibility
  - Exposure to destabilizers
  - Lack of personal support
  - Noncompliance with remediation attempts
  - Stress
- Formulation of past violence:
  - Identifying primary risk factors and their causal roles
    - Motivators

- Disinhibitors
  - Destabilizers
- Outline plausible risk scenarios of future violence with consideration of the following:
  - Nature
  - Severity
  - Imminence
  - Frequency / duration
  - Likelihood
  - Monitoring
  - Treatment
  - Supervision
  - Victim safety planning
  - Other considerations
- Recommendations which form the basis of a management strategy report:
  - Summary risk rating
  - Serious physical harm
  - Immediate action required
  - Other risks indicated
  - Case review