

	FGCU POLICY 1.014	Responsible Unit: Office of the President
	Threat Assessment Management	

A. POLICY STATEMENT

Florida Gulf Coast University (FGCU) is committed to promoting a safe and secure community within a supportive and accessible living, learning, and working environment. It is further committed to identifying conditions or circumstances that may pose risks of violence. To this end, FGCU has created a Threat Assessment Management Team (TAM). FGCU’s goal is to make an informed assessment of the behavior of any troubled or troubling community member and create a plan to address any identified risk to the safety and security of members of the University community.

TAM is empowered to assess risk and, in cooperation with other University offices, departments, or teams, as appropriate, formulate an appropriate response in situations where an individual’s behavior or statements generate concern that the individual may present a threat to the health or safety of others. TAM seeks to mitigate potential risks before they result in harm, by evaluating and managing concerning behavior on a case-by-case basis.

B. REASON FOR POLICY

The purpose of this Policy is to guide the coordination of efforts by FGCU in the process of identifying, making an assessment inquiry, evaluating, and managing troubling behavior that rises to the level of behaviors of concern, such as violence or threats of violence, to persons or property that are disruptive to the educational mission of the University.

C. APPLICABILITY AND/OR ACCOUNTABILITY

This Policy applies to all students, employees, volunteers, third party vendors, and campus guests.

D. PROCEDURES

1. Team Composition

Members of TAM are appointed by the President and include representatives of the University Police Department, Counseling and Psychological Services, the Office of the Dean of Students, the Office of the Provost, the Office of Human Resources, and the Office of General Counsel (as advisor). TAM will be convened at the request of the President, a member of Cabinet, or a member of TAM. In addition, matters reviewed by the Behavioral Consultation and Assessment Team (BCAT) may be referred to the TAM

for review and assessment when it is determined there is a risk to the health or safety of a University community member.

2. Training

All members of TAM will go through appropriate training in threat assessment protocols and will attend training and professional development as needed.

3. Reporting

All students, faculty, and staff should be committed to ensuring the safety and security of the campus and workplace environment. As such, anyone who believes that an individual has committed or may commit an act of violence, is engaging in behavior or making statements that generate concern about the potential for violence, or otherwise may pose a threat to the health or safety of any member of the campus community should report such behaviors. Campus safety is enhanced through community members identifying behaviors of concern and reporting concerns in a timely manner. Early identification of concerns allows the team to intervene more effectively to address behaviors at an early stage in the hope of averting the threat and maintaining the safety of the community.

a. All threats or behaviors that pose an immediate concern for safety should be referred without delay to the University Police Department. Examples of such imminent threats or danger include:

- 1) Brandishing guns, firearms, or other weapons;
- 2) Suicide threats;
- 3) Physical threats or aggression towards another person;
- 4) Rage and verbal threats to kill or harm someone.

b. Reports to TAM may be made through the Threat Assessment and Management Team webpage on the Threat Assessment Referral Form, or directly to a member of TAM.

4. Process

The Threat assessment process shall utilize a fact-based approach and rely primarily on an appraisal of behaviors, rather than on stated threats or traits, as the basis for determining whether there is a need for intervention. In this approach, all aspects of the person of concern are considered and the sharing of information is critical. The more information available about the person and the concerning behaviors, the more accurate the threat assessment will be.

Authority

BOG Regulation 1.001, University Board of Trustees Powers and Duties

History of Policy

New 09/23/19

APPROVED

*s/Michael V. Martin
Michael V. Martin, President

September 23, 2019
Date