West Chester University

Threat Assessment Policy

West Chester University is committed to promoting a safe and secure work and learning environment. All employees, students and visitors are expected to treat students, employees, coworkers, supervisors, managers, and all other contacts at the university in a mature and civil way.

Under no circumstance will violence, threatening behavior, unwanted pursuit or harassment be tolerated. Such acts will be thoroughly investigated and appropriate actions taken, including disciplinary actions, suspension, expulsion, termination, and criminal charges. For the purpose of protecting the university populations, any threat, explicit or implied, will be considered a statement of intent. Therefore a person making a threat should have no expectation of privacy.

The Administration reserves the right to determine if particular actions are considered violence, threatening behavior, unwanted pursuit or harassment. Examples include, but are not limited to:

- Repeated abusive or profane language
- Allusions to violence against self or others
- Aggression, intimidation, or hostile behavior
- Dangerous pranks or aggressive horseplay
- Ominous obsession with violent themes
- Fighting or assault
- Persistent inappropriate anger or conflict
- Sexual harassment, stalking or unwanted pursuit

Possession of firearms or other weapons on University property or at university sponsored events is strictly prohibited unless specifically authorized under the West Chester University Weapons and Dangerous Devices Policy.

Students and Employees sometimes experience personal situations of domestic violence that may adversely affect the safety and security of the university. Students and employees who are aware of such situations must report them to their Residence Life Advisor, Faculty Advisor, Supervisor, Manager or the Director of Public Safety.

All threat related information shall be forwarded to the Director of Public Safety or in an emergency the Public Safety Dispatch Center. The Director of Public Safety or designee will convene the available Threat Assessment Team members upon receipt of threat information and after the following preliminary investigative information is collected. The Threat Assessment Team may convene in person, by telephone or email.

1. Criminal history check and police contact history
2. Weapon Ownership and purchase dates
3. Interviews to determine the existence of collaborating evidence
4. Initiation of threat assessment software (MOSAIC)

When information is received about a possible threat, the information will be investigated and a probability will be identified. It is understood that no one can assess a possible threat with 100 percent accuracy. The investigation and probabilities will be determined by the Threat Assessment Team. The Threat Assessment Team will consist of the members with expertise in human resources and employee assistance programming, medical background, law enforcement and threat assessment, law enforcement tactical applications, psychology or counseling or writing interpretations, physical plant, and student concerns. Other individuals may be consulted as needed. Members of the team will be as follows.

Chair: Finance & Administration VP
Associate VP for Human Resources  Assistant Dean of Student for Health and Wellness
Director of Public Safety  Associate Director of Public Safety
Executive Director of Facilities Operations  Faculty Psychologist or Writing Expert
Student Affairs Representative  Provost Representative
The following list of criteria, originally presented in Appendix M of the Virginia Tech Review Panel report, may be used when assessing threat information.

- Anger problems
- Fascination with weapons and accoutrements
- Boasting and practicing of fighting and combat proficiency
- Loner personality
- Suicidal ideation
- Homicidal ideation
- Stalking behavior
- Non-compliance and disciplinary problems
- Imitation of other murderers
- Interest in previous shooting situations
- Victim/martyr self concept
- Strangeness and aberrant behavior
- Paranoia thoughts
- Violence and cruelty
- Inappropriate affect
- Acting out
- Police contact
- Mental health history related to dangerousness
- Expressionless face/anhedonia
- Unusual interest in police, military, terrorist activities and materials
- Use of alcohol/drugs

It is every student, employee and visitor's responsibility to immediately report any situation that could possibly result in harm to anyone at the university. Any student, employee or visitor may become aware of troubling persons or situations that cause serious anxiety, stress or fear. Students, Employees and Visitors should report such situations immediately to their Residence Life Advisor, Faculty Advisor, Supervisor, Manager or the Director of Public Safety.

It is understood that Residence Life Advisors, Faculty Advisors, Supervisors and Managers rarely encounter violent, threatening or alarming situations at the university, and they are not expected to be experts in responding to such issues reported to them. Instead they should immediately report the information to the Director of Public Safety or in an emergency the Public Safety Dispatch Center.