

West Chester University Threat Assessment Policy

Purpose: 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 / Ominous obsession with violent themes
Allusions to violence against self or others / Fighting or assault
Aggression, intimidation, or hostile behavior / Persistent inappropriate anger or conflict
Dangerous pranks or aggressive horseplay / 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.*

Procedure: 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. Some or all of the following investigative measures may be used in the course of the investigation.

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 Special Investigator, Assistant Dean of Students and the Director of Public Safety. These individuals may request that the Director of Public Safety convene the full Threat Assessment Team based on the seriousness and probably of violence determined. 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, and are representatives from across the university. Other individuals possessing experience is psychology, counseling, writing interpretations, and student concerns may be consulted, as needed.

Members of the team will be as follows.

Chief of Staff: John Villella

Senior Vice Provost: Jeff Osgood

VP Student Affairs: Zeb Davenport

Associate VP Human Relations: Mike Maloy

Assistant Dean of Students: Kim Chestnut

Director of Public Safety (Chair):

Assistant Director of Public Safety: William Morris

Special Investigator (ex-officio):

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.