

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
Director of Public Safety
Executive Director of Facilities Operations
Student Affairs Representative

Assistant Dean of Student for Health and Wellness
Associate Director of Public Safety
Faculty Psychologist or Writing Expert
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

Boasting and practicing of fighting and combat proficiency

Suicidal ideation

Stalking behavior

Imitation of other murderers

Victim/martyr self concept

Paranoia thoughts

Inappropriate affect

Police contact

Expressionless face/anhedonia

Use of alcohol/drugs

Fascination with weapons and accoutrements

Loner personality

Homicidal ideation

Non-compliance and disciplinary problems

Interest in previous shooting situations

Strangeness and aberrant behavior

Violence and cruelty

Acting out

Mental health history related to dangerousness

Unusual interest in police, military, terrorist activities and materials

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.