

FAYETTEVILLE STATE UNIVERSITY

BEHAVIORAL THREAT ASSESSMENT AND MANAGEMENT

Authority:	Issued by the Chancellor. Changes or exceptions to administrative policies issued by the Chancellor may only be made by the Chancellor.
Category:	Matters of University-Wide Significance
Applies to:	● Administrators ● Faculty ● Staff ● Students
History:	Revised – July 16, 2026 Approved – September 1, 2008
Related Policies:	● Involuntary Withdrawal ● Code of Student Conduct ● Unlawful Discrimination, Harassment and Retaliation ● Workplace Violence ● Regulation on Behavioral Threat Assessment and Management Teams [UNC Policy #1300.7[R]] ● Workplace Violence [Section 8, State Human Resources Manual]
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I. PURPOSE

Fayetteville State University is committed to providing a safe and secure environment for members of its campus community. The purpose of this policy (Policy) is to establish guidelines for the reporting, review and assessment of actual and potential threats reported to University officials. Nothing in this Policy limits the University's ability to investigate, assess, and address criminal law violations and other applicable University policies.

II. REPORTING THREATING OR SIMILAR BEHAVIOR

A. Threatening Behavior

Threatening behavior is defined as any communication or action, including action that is the subject of criminal charges, whether occurring on-campus or off-campus, that indicates that an individual may pose a danger to the safety or well-being of any member of the University community, including the individual engaging in the threatening behavior, through acts of violence or other behaviors that may reasonably cause fear of or harm to persons or property or substantially interfere with or disrupt the educational mission of the University. These behaviors may be expressed or communicated orally, visually, in writing, electronically, or through any other means and may be considered threatening regardless of whether a direct threat is expressed or was received by the intended audience or believed by the intended audience.

B. Reporting

Members of the University community should report potential, imminent, or actual threats or violent behavior via email at TAT@uncfsu.edu. Reports may also be made as follows:

- **Students** - Reports regarding students may be reported to the Vice Chancellor for Student Affairs or the Director of Case Management.
- **Employees** - Reports involving employees may be reported to the Associate Vice Chancellor for Human Resources.
- **Potentially Threatening Situations**- Reports involving threatening behavior that could result in serious bodily harm or death, should be immediately reported to the University's Department of Police and Public Safety at extension 1911.

Additionally, as required by law or University policy, the following must be reported:

- Conduct which violates the University's *Unlawful Discrimination, Harassment and Retaliation* policy must be reported by **Responsible Employees** to the Office of Risk and Compliance.
- All Clery qualifying crimes (as defined by the Annual Security and Fire Safety Report) must be reported by **Campus Security Authorities** (CSA) to the Clery Officer
- A reasonable suspicion that a minor has experienced child abuse, neglect, or violent offense (as defined in North Carolina Statute (N.C.G.S.) §14-318.6) must be reported to the University's Department of Police and Public Safety and the Office of Risk and Compliance.
- A reasonable suspicion that a disabled adult is subject to abuse, neglect, or exploitation (as defined in N.C.G.S. § 108A-102) must be reported to the local Department of Social Services.

III. ASSESSMENT TEAMS

A. Threat Assessment Team (TAT)

The TAT is a multidisciplinary administrative team whose responsibility includes assessing and managing students and employees who may pose a threat and/or engage in acts of violent behavior. These cases may require various intervention strategies, including immediate actions to be taken with regard to the individual of concern, other involved parties, or the broader University community. Specific responsibilities of the TAT include the following:

- Evaluating whether students, employees, or non-affiliates have engaged in threatening or concerning behavior or exhibited potentially threatening or concerning behavior that may pose a risk of harm to the community;
- Recommending appropriate interventions to mitigate any risk of harm to the campus community or to the individual; and
- Monitoring and reviewing any ongoing interventions.

The TAT shall be composed of the following members whose membership shall be reviewed by the Chancellor on an annual basis:

- Vice Chancellor for Student Affairs, (Co-Chair)
- Associate Vice Chancellor for Human Resources (Co-Chair)
- Provost and Vice Chancellor for Academic Affairs
- Chief of Staff
- Associate Vice Chancellor for Police and Public Safety/Chief of Police
- Director of Counseling and Personal Development
- Director of Residence Life (student involved cases only)
- Director of Student Conduct (student cases involved only)
- Director of Case Management (student involved cases only)

The University's General Counsel or another attorney in the General Counsel's division shall provide legal guidance to the TAT.

B. Student Behavioral Assessment Team (SBAT)

The SBAT, a sub-team of the TAT, is responsible for determining if a student meets the standards for involuntary withdrawal as outlined in the University's *Involuntary Withdrawal* policy and if it is necessary to involuntarily withdraw a student.

Additionally, the SBAT meets regularly, and as necessary, to discuss issues relating to student behavioral concerns. Such meetings may be attended by any University personnel deemed by SBAT to be relevant to a particular discussion.

IV. ASSESSMENT TEAM REVIEW

A. Preliminary Assessment

After receiving information regarding potentially threatening behavior, the TAT Co-Chairs, the Chief of Police and the General Counsel or Deputy General Counsel will conduct a preliminary assessment. The preliminary assessment consists of reviewing the information provided in the report and if needed gathering additional information (e.g., criminal background, trespass information, online and social media activity) to assist with understanding the totality of the circumstances. The preliminary assessment may consider any information deemed relevant to protect the safety of the campus community, including information regarding behavior on and off campus.

If a preliminary assessment concludes there is no reason to believe a potential, imminent, or actual threat or violent behavior may exist, the threat assessment case will be closed. Nothing prevents a threat assessment case from being reopened upon receipt of additional information.

B. TAT Assessment

If a preliminary assessment concludes there is reason to believe a potential, imminent, or actual threat may exist, the TAT shall conduct a full threat assessment utilizing best practices in place at the time. The preliminary assessment along with any additional information may be a part of the review.

In conducting its assessment, the TAT shall have access to student and employee records where necessary and appropriate. Access to student and employee records must be in compliance with all relevant and applicable state and federal laws.

TAT assessment reviews may occur simultaneously with other applicable proceedings, such as employee investigations or misconduct proceedings, student disciplinary processes, or external legal proceedings.

Upon completion of its review, the TAT shall use the information gathered, to determine what intervention(s) may limit potential risk to the campus community.

1. Interventions

The goal of an intervention shall be to prioritize both the safety and well-being of the campus community, including the individual whose actions are being assessed. When applicable, the TAT shall recommend interventions to the appropriate administrator with the authority to implement such recommendations.

An intervention shall be individualized for the specific incident, and may include, but not be limited to, the following:

- a. **Interim Actions.** Employees engaging in threatening behavior may be placed on investigatory or administrative leave with pay or subject to other interim actions such as reassignment of duties or offices. Such interim actions must be consistent with State, UNC System and University policies and procedures. Any such interim action recommended for an employee should be approved by the Office of Human Resources after consultation with the General Counsel/Deputy General Counsel.

For student cases that may involve an interim withdrawal, interim actions will be determined as outlined in the University's *Involuntary Withdrawal* policy. Consideration may be given to implementing other measures such as reassignment of residential housing, adjustment of courses, or the issuance of no contact orders.

Interim actions may be enacted by the appropriate administrator upon the recommendation of the TAT and if allowed by applicable policies, may include an opportunity to appeal the interim action to the appropriate University official in accordance with that policy.

- b. **Professional Evaluation.** An employee or student may be requested and/or required to undergo an evaluation by an internal or external professional such as a physician, licensed psychologist, or psychiatrist to determine any risk of violence and in the case of an employee, the employee's fitness to return to work. For student cases, evaluations should be conducted as outlined in the *Involuntary Withdrawal* policy whenever the alleged behavior does not violate the Code of Student Conduct.
- c. **Removal from University Property.** An employee or student may need to be temporarily removed from University property on an emergency basis as a result of a threat assessment. Such removal should include

timeframes and conditions for the return to University property. Interim involuntary withdrawals of students must be conducted in accordance with the University's *Involuntary Withdrawal* policy.

2. Monitoring

The TAT shall be responsible for monitoring and reassessing ongoing interventions to ensure adequate resources have been made available and to periodically reassess such situations as needed.

C. SBAT Assessment

If a preliminary assessment concludes there is reason to believe a student's behavior poses a significant danger of causing imminent physical harm, of directly and substantially impeding the lawful activities of other members of the campus community or the student poses a risk to their own safety, a full threat assessment will be conducted by SBAT to determine whether the student meets the standards for involuntary withdrawal. Any such determination shall be made in accordance with the University's *Involuntary Withdrawal* policy.

The SBAT may, in their discretion allow a student, including a student who meets the standard for involuntary withdrawal, to remain enrolled on a probationary basis under specified conditions which may include, but not be limited to, participation in an ongoing treatment program, acceptance of and compliance with a behavioral contract, a housing relocation, or a lighter academic course load. When making their determination of appropriate probationary conditions, SBAT may consult on an informal basis with faculty or other University officials.

V. RECORDS RETENTION

Records generated by the TAT are considered confidential to the extent permitted by law. Records related to individual cases must be retained in accordance with the UNC System Records Retention Schedule. Access to these records is governed by applicable state and federal laws.

VI. TRAINING

Members of the TAT and SBAT shall annually participate in training on threat assessment best practices, confidentiality, and other relevant laws and policies. Institutions may require training on a more frequent basis. A record of all training completed by the TAT and SBAT will be maintained by Vice Chancellor for Student Affairs.

VII. FEDERAL OR STATE LAWS

This Policy is not intended to supplement, and does not purport to supplant or modify, applicable federal or state law or regulations or policies, including requirements under Title IX, the University's *Unlawful Discrimination, Harassment and Retaliation* policy or the University's *Code of Student Conduct*.