

THREAT ASSESSMENT

Policy Number: 119

Categorized: [General Policies](#)

Responsible Office: VP for Student Services

Subject: Assessment and intervention with individuals whose behavior poses a threat to the safety of the campus community.

Related Policies: [Campus and Workplace Violence Prevention](#)

Procedures: See below.

Additional Information:

Effective Date: 11/29/2016

Last Reviewed Date: 07/16/2020

1. Scope

This policy applies to concerning behavior demonstrated by all College faculty, staff, students, and third parties.

2. Policy Statement

Northern Virginia Community College supports a safe and secure environment for faculty, staff, students and third parties. In compliance with the Code of Virginia, the College has established a Threat Assessment Team (TAT) to identify, assess and respond to reports of concerning behavior or behavior that poses a threat to the safety of the campus community. In addition, each campus, as well as NOVA Online, has a Campus Assessment, Response and Evaluation (CARE) Team that coordinates support and strategies for students who may be distressed, struggling or in need of resources.

3. Definitions

Campus Assessment, Response and Evaluation (CARE) teams: A team established on each of NOVA's campuses and the Extended Learning Institute (ELI) to coordinate support and strategies for students who may be distressed, struggling or in need of resources.

Threat Assessment Team (TAT): A group established in accord with Virginia law to identify and assess risks posed by concerning behavior. TAT responds College-wide to escalated cases of severe and extreme risk.

Violence Prevention Committee (VPC): The VPC establishes policies and procedures for the prevention of violence on campus, including assessment of and intervention with individuals whose behavior poses a threat to the safety of the campus community.

4. Procedures

- a. Reporting: Any member of the NOVA community anticipating, observing, or experiencing any aspect of threat, intimidation or violence that affects the NOVA community is expected to file an online NOVACares report. In an emergency, the reporter should first contact NOVA Police.
- b. TAT Composition: TAT membership includes, at a minimum, representatives from College Police, Student Affairs, Human Resources, a mental health professional and college counsel if available.
- c. TAT Responsibilities: Identifies and assesses risks posed by concerning behavior. TAT responds to cases of severe and extreme risk within the entire college community. TAT provides guidance, recommends interventions and facilitates communication and coordination college-wide.
- d. CARE Team Composition: Representatives of student services, law enforcement, teaching faculty and administrative faculty with a chair appointed by the Provost. CARE Teams may consult with others as appropriate on a case by case basis.
- e. CARE Team Responsibilities: Address concerning behavior through early intervention in an effort to prevent a crisis situation.

5. Authority

[Code of Virginia § 23.1-805. Violence prevention committee; threat assessment team](#)