



POLICY

Title: Personal Safety & Threat Assessment

Policy Statement

The University of Vermont is committed to the safety and security of its campus and to the safety and welfare of its faculty, staff, students, and visitors.

Threats or acts of violence involving both persons and property constitute cause for removal from campus, discipline through appropriate channels, and/or civil or criminal prosecution.

In an emergency situation, whether perceived, possible or actual, whether on campus or at a university event or location, or otherwise related to their university duties, administrators, faculty, and staff (“employees”) must report threats or acts of violence immediately to UVM Police Services. Students who perceive a possible or actual threat to others should also make such reports. Any form of retaliation against a person for making a good faith report is prohibited and may itself provide a basis for disciplinary action.

The University, via Police Services, a standing Threat Assessment Team, and other assets and partnerships will swiftly assess and respond to reported incidents and threats.

Reason for the Policy

The purpose of the policy is to establish protocols for identification and assessment of risk resulting from (threats of) violence to protect the health, safety, and welfare of University community members and campus visitors and to preserve the safety of campus and University facilities through establishment of a UVM Threat Assessment Team.

Applicability of the Policy

This policy applies to all University students, faculty, staff, campus visitors, and University vendors and contractors on University premises and at University-sponsored events. If a University policy more specifically addresses the conduct in issue (e.g., sexual assault), the more specific policy overrides this policy (see “Related Policies” below).

Definitions

Emergency: An emergency is a possible or actual immediate threat of serious harm to persons or property. When assessing what constitutes an emergency, a reasonable person standard should be used. Statements or actions that would lead a reasonable and prudent person to believe that a threat to personal safety or property exists warrants a report. If in doubt, contact police to assist with assessing the level of severity.

Hosted/Sponsored Event: An event that meets the criteria set forth in UVM's [Facilities and Grounds Use for Events and Activities Policy](#).

Internal Event: An event that meets the criteria set forth in UVM's [Facilities and Grounds Use for Events and Activities Policy](#).

Threat Assessment Team (TAT): The team responsible for assessing and responding to alleged threats or acts of violence that impact UVM community members or otherwise occur at a UVM facility or off-campus location in connection with an internal or hosted/sponsored event. In cases where the threat is to self only, and not to others, the matter will be referred by the TAT to the appropriate UVM official(s) for intervention and support.

Threats or Acts of Violence: A threat is a spoken, written, or symbolic expression with intent to do harm to or act violently toward someone or something. A threat or act of violence justifying assessment and investigation is a statement or an action that would cause a reasonable person to fear for their own safety or the safety of others. If sufficiently egregious, a threat can constitute a criminal act. If in doubt, contact police to assist with an assessment of the level of threat.

UVM Community Member: A student, faculty member, employee, volunteer, visitor, member of an organization that fits the definition specified in UVM's Affiliated Organization Policy, or other individuals while in attendance at a UVM internal or hosted/sponsored event.

University Premises: Any property owned, leased or operated by the University, including locations of university sponsored or hosted events.

Procedures

Reports of Threats to Safety

The reporting channels below distinguish between apparent emergency and non-emergency situations. Any person who is unsure as to whether an emergency exists should contact UVM Police Services immediately at **9-1-1 or 802-656-3473**.

Any University unit or employee who perceives there to be a threat of violence, or otherwise receives a report of a threat of violence, must immediately ensure that a report to police services has been made or make that report themselves without delay. Students should similarly make such reports without delay.

A. EMERGENCY SITUATIONS INVOLVING THREATS

- On Campus - Call UVM Police Services at **9-1-1 (Emergencies only) or 802-656-3473**
- Off-Campus - Call **9-1-1 (Emergencies only) or local police**
- Anonymous reports may be made, using the methods noted above and via the messaging function provided in the LiveSafe application. Anonymous reports are always better than no report, but reporters should be aware that additional engagement can often assist in determining the best response/course of action. LiveSafe enables two-way communication while maintaining anonymity.

B. NON-EMERGENCY SITUATIONS INVOLVING THREATS

- For matters related to UVM employees, in lieu of or in addition to contacting UVM Police Services, UVM affiliates may contact Human Resources at 802-656-2241 or the employee's supervisor.
- For matters related to UVM students, in lieu of or in addition to contacting UVM Police Services, UVM affiliates may contact the Dean of Students Office at 802-656-3380.
- For matters involving persons who are **not** UVM affiliates, UVM community members should contact UVM Police Services at 802-656-3473

Threat Assessment Team (TAT)

I. General

When a report is made regarding any perceived threat or act of violence, Police Services will evaluate and respond to the incident through the exercise of reasonable professional judgment in light of the specific facts and circumstances surrounding the incident. The Chief of Police Services or designee or any member of TAT may convene the team to assist in assessing the threat or act of violence and recommending an appropriate course of action to responsible officials. The TAT may also be convened by request of an appropriate administrator.

II. Threat Assessment and Response Process

TAT personnel shall be guided by their reasonable professional judgment in the discharge of their responsibilities as team members. Foremost guiding their work will be the immediate safety needs of the person(s) who is the subject of an apparent or actual threat or act of violence, and the conduct of the person allegedly, or demonstrated to be, making or committing the threat or act of violence. If an assessment may lead to disciplinary action or suspension/leave for medical reasons, such action will follow customary channels applicable to student or personnel actions as otherwise established by University policy or collective bargaining agreements.

The TAT is also responsible for communicating on a need-to-know basis with the Dean of Students' Office and/or supervisory personnel, as well as monitoring of the situation after the immediate crisis has passed.

III. Roles & Responsibilities

- A. Chief Safety & Compliance Officer (CSCO): The CSCO is responsible to:
 1. Appoint the members of the Threat Assessment Team.
 2. Periodically review team membership and make updates as necessary.
 3. Ensure appropriate training for team members.
 4. Inform the campus community of how to make a referral to the Threat Assessment Team.
- B. Threat Assessment Team (TAT): UVM's TAT is charged with assessing risk associated with perceived or actual threats or acts of violence and, in cooperation with other UVM units, teams or responsible parties as appropriate, formulating a response in situations where an individual's objective conduct indicates they may present a threat to the physical health or safety of others. The TAT seeks to mitigate potential risks before they result in harm. The TAT is advisory and makes recommendations to the appropriate unit or responsible official in the programs for which they are responsible.

IV. Membership

The team is chaired by the Chief Safety and Compliance Officer or their designee and has standing representation from the following units:

- Police Services
- Faculty Affairs
- Dean of Students Office
- Labor and Employee Relations
- The Center for Health and Wellbeing
- General Counsel

UVM personnel and outside resources with relevant areas of specialization and responsibility may be called upon to assist the team.

Confidentiality

All reports under this policy will be handled in a sensitive manner and in accordance with UVM's Privacy Policy. Information will be shared with others only to the extent necessary to assess and manage the situation and in accordance with state and federal law.

In general, while privacy laws recognize and protect the confidentiality of communications between a person seeking care and a medical or mental health professional or religious advisor, these laws also allow for the disclosure of information in the event of an emergency or in the event of a serious risk of danger to another person or property and for law enforcement purposes. The University of Vermont will make these disclosures as necessary to protect the health and safety of the UVM community.

Retaliation

Retaliation against someone making a good faith report under this Policy is prohibited. Anyone making a good faith report under this Policy will be protected in accordance with UVM's [Whistleblower Policy: Reporting, Protections & Non-Retaliation](#).

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Chief Safety and Compliance Officer	(802) 656-8937
Police Services	(802) 656-3473

Forms/Flowcharts/Diagrams

- [Crime Reporting Flowchart](#)

Related Documents/Policies

- [Code of Student Conduct](#)
- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Hazing Policy](#)
- [Medical Withdrawal Policy](#)
- [No Trespass Operating Procedure](#)
- [Our Common Ground](#)
- [Weapons Policy](#)

Regulatory References/Citations

- None

Training/Education

Training of TAT members will be done in accordance with current threat assessment standards by a combination of federal, state, and contracted trainers, as determined by the Responsible Official.

About this Policy

Responsible Official:	Chief Safety and Compliance Officer	Approval Authority:	President
Policy Number:	V. 3.23.1	Effective Date:	February 2, 2023
Revision History:	<ul style="list-style-type: none">• V. 3.4.13.1/ V. 1.3.1 effective December 10, 2008. Responsible official officially changed from the Senior Vice President and Provost to the President.• V. 3.21.2 effective February 1, 2017. Responsible official officially changed from the President to the Vice President for Operations and Public Safety (VPOPS) on November 20, 2020. Title of VPOPS changed to Chief Safety and Compliance Officer (CSCO) in July 2022.• V. 3.23.1 effective February 2, 2023. Policy name changed from Personal Safety and Security to Personal Safety & Threat Assessment.		

University of Vermont Policies and Operating Procedures are subject to amendment. For the official, approved, and most recent version, please visit UVM's [Institutional Policies Website](#)