

## University Policy 2004: Threat Assessment Management Team

**Category:** Community Expectations

**Subcategory:** N/A

**Covered Individuals:** USU Employees, Students, Visitors

**Responsible Executive:** Vice President of Operational Strategy

**Policy Custodian:** Executive Director of Public Safety

**Last Revised:** 2025/10/28

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### 2004.1 PURPOSE AND SCOPE

To establish a threat assessment team, provide mechanisms for reporting and mitigating significant behavior incidents and safety concerns involving members of the University Community, and formalize how the University addresses potential safety threats to members of the University Community and to University premises.

### 2004.2 POLICY

The University does not tolerate acts or threats of violence committed by or against members of the University Community or on University premises. USU promotes an environment where the health, safety, and well-being of all members of the University Community are supported.

#### 2.1 Composition of the Threat Assessment & Management Team

The USU Threat Assessment & Management Team (TAMT) is a multidisciplinary intervention and response team that is responsible for coordinating existing University resources to address and manage patterns and/or instances of distressing, disruptive, disturbing, threatening, or dangerous behavior.

The TAMT will be made up of the following members:

- USU Chief of Police, or designee, and will serve as Chair of the TAMT;
- Executive Director of Public Safety;
- Associate Vice President for Human Resources, or designee;
- Executive Director of the Civil Rights and Title IX Office, or designee;
- USU Student Conduct Director/Executive Director, or designee;
- Vice President for Student Affairs;
- USU Behavioral Intervention Team (BIT) Chair, or designee; and
- A representative from the Provost's Office.

Additionally, the TAMT will be advised by an attorney from the Office of Legal Affairs. The Vice President for Operational Strategy will be an ex officio member of the TAMT.

#### 2.2 TAMT Activities & Training

##### 2.2.1 Training of TAMT

The TAMT members will be trained annually on identifying concerning behaviors, threat assessment, and best practices.

### 2.2.2 Reporting

TAMT will receive reports about members of the University Community who exhibit disturbing or disruptive behaviors or regarding individuals who may otherwise pose a threat to the University, from various existing sources on campus and the reporting process outlined within the TAMT charter.

### 2.2.3 Threat Assessments

When the TAMT receives a report that presents a potential imminent health or safety concern(s) to the University Community, a threat assessment may be conducted. Such assessment will be a comprehensive, fact-based assessment of each situation involving individuals who are engaging in Concerning Behavior that may pose a threat of violence to themselves or members of the University Community.

### 2.2.4 Case Management Plans and Interim Actions

When conducting a threat assessment, the TAMT will develop case management plans based on a thorough and diligent review of information sources that are reasonably available, which the TAMT has lawful and ethical access to. Occasionally, case management plans will include interim safety-based actions such as a trespass order.

The TAMT chair, or designee, will disseminate instructions and information related to a case management plan to the appropriate units and individuals.

When case management plans are actively in place, the TAMT will meet regularly to continually assess whether the case management plans should be adjusted or retired.

## 2.3 Retaliation Prohibited

Retaliation against any individual who, in good faith, submits a TAMT report, or any individual who is the subject of a TAMT report will not be tolerated. Retaliation may result in suspension, expulsion, and/or disciplinary action up to and including dismissal from employment.

## 2.4 Confidentiality

USU understands the sensitivity of information submitted to the TAMT and makes efforts to respect the privacy of the reporting party, or the party reported, as much as possible. Information related to Concerning Behavior is handled as discreetly as possible. Nevertheless, the disclosure of Concerning Behavior may be necessary to protect the health and safety of the University community. Disclosure may at times also be required by law.

## 2004.3 RESPONSIBILITIES

### 3.1 Threat Assessment Management Team

The TAMT actively collaborates with the campus community to support the recognition of and response to individuals engaged in Concerning Behavior as it is defined in this section. The TAMT works with others in the University Community to identify, assess, and manage situations involving individuals whose behaviors may present a threat. This may include, as appropriate and not limited to, working with law enforcement, mental health, human resources, and other support services to facilitate effective assessment and intervention.

### 3.2 Executive Director of Public Safety

The Executive Director of Public Safety is responsible for ensuring that the TAMT training occurs on an annual basis, based on best practices and standards within the industry.

### 3.3 Employees

All employees are responsible for reporting concerns of potential threats, potential imminent health or safety concerns, or potential issues of Concerning Behavior to the TAMT pursuant to this Policy.

## 2004.4 REFERENCES

- [Utah Code 53H-7-602](#)
- [USHE Rule 262: Student Safety](#)

## 2004.5 RELATED USU POLICIES

- [USU Policy 2101: Discrimination based on Protected Characteristics](#)
- [USU Policy 2102: Title IX Sexual Misconduct in an Employment or Education Program or Activity](#)
- [USU Policy 2200: Disclosure of University Records](#)
- [USU Policy 2201: Student Records \(FERPA\)](#)
- [USU Policy 2402: Public Safety, Response, and Reporting](#)
- [USU Policy 2404: Trespass](#)
- [USU Policy 3002: Respectful Workplace](#)
- [USU Policy 3012: Required Reporting of Sexual Misconduct](#)
- [USU Policy 3015: Violence in the Workplace](#)
- [USU Student Code](#)

## 2004.6 DEFINITIONS

- **Concerning Behavior.** Means an act or behavior suggesting a member of the University Community may be at risk of self-harm or a threat to another individual.
- **Confidentiality.** TAMT members adhere to the laws and standards governing the disclosure of information to third parties both within and external to the University. Further, TAMT members comply with all applicable ethical and legal requirements of their particular professions.
- **Multidisciplinary Team.** Means a group of professionals from multiple disciplines who meet to pursue the common goal of evaluating and triaging the academic, social, emotional, physical, and/or behavioral needs of a student or group of students; creating individualized strategies and interventions to address the identified needs.
- **Reported Concern.** Information received by the TAMT regarding Concerning Behavior, which may be received through the reporting structure or another University reporting mechanism or source.
- **Threat.** Means an expression of intent to harm someone that is direct, indirect, or implied and may be spoken, written, or expressed in some other way.
- **Threat Assessment.** Means a prevention strategy that involves: (a) identifying student threats including committing a violent act, (b) determining the seriousness of the threat, and (c) developing intervention plans that protect potential victims and address the underlying problem or conflict that stimulated the Concerning Behavior.
- **Threat Assessment & Management Team.** Trained members who are convened on a case-by-case basis to identify, evaluate, and address a threat to a member of the University

Community.

- **University Community.** An individual employed by or affiliated with the University, or a participant in any University program or activity, including but not limited to, administrators, faculty, staff, students, independent contractors, volunteers, trustees, advisory board members, and guests or visitors to any University property or premise.
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**Information below is not included as part of the contents of the official policy.** It is provided only as a convenience for readers/users and may be changed at any time by persons authorized by the president.

## RESOURCES

### Guidance

- TAMT Charter

### Contacts

- [Ellis Bruch, Executive Director of Public Safety](#)
- [Erik Christensen, Interim Chief of Police](#)

## POLICY HISTORY

Original issue date: 2024/09/03

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