University of Maryland
Department of Public Safety
Manual of Rules and Procedures

Unit: 2.1100
Effective: March 30, 2009
Replacement Edition: 07172023

2.1100 THREAT ASSESSMENT MANAGEMENT (TAM) PROGRAM

2.1105 PURPOSE

A. The agency's Threat Assessment Management (TAM) Program is a uniform procedure for addressing threats or other concerning behavior generating a concern for the personal safety of community members while on the property of the University of Maryland.

B. The TAM program will be coordinated by a supervisory officer designated by the Chief of Police as the Threat Assessment Program Coordinator. The program will be consistent with **2.300 Criminal Investigations, 2.420 Domestic Violence, and 2.422 Emergency Psychiatric Evaluations.**

2.1110 DEFINITIONS

A. Targeted Violence is any incidence of violence where a known or knowable attacker selects a particular target prior to a violent attack.

B. Concerning Behavior is any range of behaviors falling along a spectrum that, due to their nature or severity, affect or potentially affect the campus or the workplace, generate a concern for personal safety, or result in physical injury.

C. Threats are inappropriate behaviors, verbal or nonverbal communications, or expressions that lead to the reasonable belief that an act has occurred or may occur that may lead to physical harm to the threatener, to others, or to property.

2.1115 GENERAL

A. Violence is a process as well as an act. Careful analysis of violent incidents shows that violent acts often are the culmination of long-developing, identifiable trails of problems, conflicts, disputes and failures.

B. Traditional law enforcement activities aim at apprehending and prosecuting perpetrators of violence after the commission of their crimes. UMDPS endeavors to proactively identify potential acts of targeted violence and attempts to reduce or recommend actions to reduce a threat. Members of the agency, when presented with information or concerns about a possible future violent crime, must understand their responsibilities, authority, and tools.

C. It is important to understand the following concerning threats:
1. Some persons who make threats ultimately pose threats;
2. Many people who make threats do not post threats;
3. Some persons who post threats never make threats; and
4. Being a threat is not the same a making a threat.

2.1120 DOCUMENTING BEHAVIOR

A. Officers will document behavior that is reported or deemed threatening. Certain acts also require preliminary investigation. Examples include:
1. Acts of violence;
2. Threats, whether direct, indirect, implied, or veiled;
3. Harassment;
4. Homicidal/suicidal thoughts or actions;
5. Intimidation;
6. Stalking or unwanted pursuit; and
7. Mental health concerns, including voluntary or involuntary commitment.

B. Other behavior that may require documentation and preliminary investigation include:
1. Weapons on campus;
2. Belligerence or angry outbursts;
3. Preoccupation with violent themes;
4. Apparent obsession with someone;
5. Domestic disputes; and
6. Intentional destruction of personal property.

2.1125 PRELIMINARY INVESTIGATIONS

A. Threat assessments will be performed by sworn officers of the agency.

B. Officers will take appropriate initial action based on the nature of the call.

C. Officers will attempt to find the following indicators of risk of violence:
1. Involvement of/possession of/access to Weapons or Weapons Training;
2. Escalating Aggression, which includes an increase concerning behavior that increases in frequency, intensity, or physical contact;
3. Negative Mental Status, which may indicate a mental disorder such as depression, paranoia, suicidal or homicidal thoughts.
   a. This may include feelings of injustice, humiliation, and anger.
   b. Offices should recognize that negative mental status may be the result of drug or alcohol use.
4. Negative Member Status, which may be indicated by unemployment, termination, suspension, disciplinary action, negative performance review, unstable employment, demotion, being passed over for promotions or pay raises, or ejection or sanctions from a group.
5. Personal Stressors, as related to relationships, physical health, financial status, legal issues, family concerns, coping styles and support system availability.
6. History of Violence and Conflict, which can be detected by a criminal history, direct communication, or being a victim of or a witness to family violence.

D. Officers should search for necessary information about a suspect by checking databases and other resources available to them. These may include, but are not limited to:
1. Criminal History;
2. NCIC;
3. RMS check;
4. Social networking web sites;
5. Statements/interviews from victims or witnesses;
6. Statements/interviews of others, such as:
   a. co-workers;
   b. friends;
   c. suite-mates;
   d. supervisors;
   e. resident life staff

E. Officers will include information concerning these checks in their report narratives.

F. The preliminary investigation will include the collection of evidence or property that corroborates the incident, including but not limited to:
1. email messages;
2. letters or papers;
3. Instant Messaging messages; and
4. Any other items that may be of evidentiary value.

G. The preliminary investigation must be worked until complete. If an officer will be on days off, the case may be handed over to a Case Management Officer or an officer on another squad that is working in the interim.

2.1130 THREAT ASSESSMENTS

A. Threat assessments may be managed by trained Case Management Officers and will be coordinated through the Threat Assessment Program Coordinator or Assistant Coordinator.
1. Unique TAM numbers will be assigned to cases where a full threat assessment is conducted.
2. The TAM numbers will be recorded in a database as determined by the TAM Program Coordinator.

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3. Where a full threat assessment is not conducted, the original report CCN will be used.
B. Cases requiring a full threat assessment will involve a more in-depth investigation. This may include, but is not limited to:
   1. Searches in other databases such as NCRLinx;
   2. Contacting law enforcement agencies where the suspect lives or lived;
   3. Conducting a canvass of the suspect's neighborhood to question them about the suspect's behavior.
   4. Using the MOSAIC computer system to provide an analysis of the potential for the case to escalate in violence.

2.1135   ERIS, VRAWW, NAS, SIVRA-35

A. ERIS, VRAWW, NAS and SIVRA-35 are Assessment Tools this agency has obtained from membership to NABITA (National Association for Behavioral Intervention and Threat Assessment).
B. These tools are used as individual pieces and when put together as an overall assessment, they aid in determining if a situation is likely to become violent.
C. These Assessment Tools do not predict behavior and do not profile people. It determines dangerousness within a given contact. This varies from case to case because risk level is situational.
D. Only trained Case Management Officers may use the NABITA Assessment tools system.
E. UMDPS will comply with the membership agreement from NABITA for the use of the NABITA Assessment Tools.

2.1140   PROGRAM COORDINATION

A. The TAM Program Coordinator will review reports in RMS on at least a monthly basis.
B. Reports that stand out as possible candidates for further investigation will be assigned to a Case Management Officer for follow-up to determine if a full threat assessment is warranted.
C. These assignments will be documented in a database to track the number of cases targeted.
D. If a determination is made that a case requires a full threat assessment, a Case Management Officer will be assigned to work the case. This may be done in conjunction with the reporting officer.
E. Appropriate coordination with campus resources should be used to help resolve the case.

2.1142   WORKING WITH THE CAMPUS COMMUNITY

Threat Assessments may require other departments on the University to act in support of the victim. These may include:
A. Academic Affairs, if the victim needs a change in classes;
B. Department of Resident Life, if the victim needs a change in housing;
C. Department of Transportation Services, if the victim needs a change in parking location;
D. Counseling Center, if the victim is a student and needs counseling;
E. Faculty/Staff Assistance Program, if the victim is an employee and needs counseling;
F. Office of Student Conduct, if the suspect is a student and the student behavior is a violation of the Code of Student Conduct.

2.1145   BEHAVIOR EVALUATION AND THREAT AS- SESSMENT (BETA) TEAM INVOLVEMENT

A. The University has a multi-disciplinary team of campus personnel who meet on a regular basis to address issues of threats and concerning behavior. It operates out of the Division of Student Affairs. Members include key personnel from:
   1. Office of Student Conduct;
   2. Counseling Center;

   3. Mental Health Unit of the Health Center; and
   4. Department of Public Safety
B. The TAM Program Coordinator is a standing member of the BETA team and represents the agency.
C. The TAM Program Assistant Coordinator acts as the alternate member of the BETA Team.
D. BETA team communications will be kept confidential and communicated only to persons who have a need to know.