



KEEPING OUR CAMPUS SAFE

TAT (Threat Assessment Team)

Identifying, Assessing, and Reducing Threats in Order to Promote a Safe Campus Environment *updated Spring 2010*

Why is Threat Assessment Necessary?

The 2007 tragedy at Virginia Tech reminds all in higher education of the vulnerability of our college campuses. Acts of violence and threats, whether from students or strangers, staff or faculty, can destroy the fabric of community and the well-being of the campus. Rutgers Newark is aware of the vulnerability of its open campus which is, in many ways, seamless with the Newark community.

Although the campus has in place crisis management systems to help us recognize and respond to potentially threatening individuals or situations, we continue to assess the need to improve our processes and systems in order to evaluate campus safety and security to the best of our ability and to respond to the mental health needs of our students to prevent danger to them and to others. The following guidelines apply to all faculty, staff, students and visitors at the campus.

TAT Mission Statement

The Threat Assessment Team (TAT) is dedicated to a proactive, coordinated and planned approach to the identification, prevention, assessment, management, and reduction of interpersonal and behavioral threats to the safety and well being of the Rutgers Newark campus community. The TAT is a multi-disciplinary team and component of the campus emergency management system. The primary responsibility of the TAT is to address and respond to situations involving threats or acts of violence on campus involving students or employees. Its membership is drawn from administrators charged with specific functions related to campus safety, as well as representatives of key campus constituencies.

TAT Goals

- Identify and review response options, in consultation with police
- Ensure effective implementation of appropriate crisis management and intervention protocols
- Assess the post-event needs of the campus community
- Undertake training for TAT members and campus personnel, as needed
- Educate faculty, staff and students to the risk of interpersonal and workplace violence

Campus Members Responsibilities

It is the responsibility of faculty, staff, and students to immediately report any situation that could possibly result in harm to anyone at the university. These reports may be directed to the Threat Assessment Team or the Campus Police depending on the nature of the concern. However, when there is an active or immediate risk of violence to self or others, the campus police should be contacted immediately at x5111 or dial 80 from any campus phone.

Types of Threats to Report to TAT:

- Expressions of violence
- Anger problems
- Fascination with weapons
- Suicide threats or statements
- Stalking
- Severe rage
- Interest in previous shooting situations
- Victim/martyr self-concept
- Strangeness and aberrant behavior
- Paranoia and feelings of persecution
- Violence and cruelty
- Mental health history related to dangerousness
- Unusual interest in police, military, terrorist activities and materials

Types of Behaviors to Report to Counseling:

- Anxious, depressed or overwhelmed
- Prolonged and significant difficulty with the demands of college
- Test, math, or writing anxiety
- Pattern of relationship problems
- Speaking or writing that seems bizarre
- Loner
- Expressionless face/noticeable decline in hygiene, academic performance and/or attendance
- Use of drugs and / or alcohol
- Suicidal ideation

How Do I Submit a Report?

The TAT encourages members of the campus to contact the team with concerns about behavior which have been observed in classroom or other locations on campus.

Anyone can report troubling or violent behavior to the campus police by dialing Ext 5111 or dial 80 from any campus phone, or in non-emergency situations, you may contact the TAT Team by calling 973-353-5111 or online at <http://www.newark.rutgers.edu/campusstatus/threatreferral.pdf>.

If you feel that the **student is distressed but not a danger to self or others** – call the **Counseling Center** (ext. 5805) or Dean of Students for the college to indicate that the student needs to see a counselor for personal counseling.

- If an employee shows similar behavior, contact your supervisor.
- **If you find a student or employee *distressing*** – that is, the person’s behavior is extremely unusual, disruptive of the immediate environment (classroom, office or other), is making you or others very uncomfortable and/or you perceive some element of threat – contact the TAT through Carol Martancik at HR (973.353.5500) or Marcia Brown in Chancellor’s office (973.353.5541)
- If you sense that the behavior you are observing ***poses an immediate threat or danger to self or others***, contact **Campus Police**.

T.A.T. TEAM COMPOSITION

Director of Public Safety	Mike Lattimore, Co-Chair mikelatt@andromeda.rutgers.edu	Ext. 5581
Vice Chancellor, Student and Community Affairs	Marcia Brown, Co-Chair mwbrown@andromeda.rutgers.edu	Ext. 5541
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Dean of Student Affairs	Connie Wibrowski wibrowsk@andromeda.rutgers.edu	Ext. 5541
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Dean, Academic Foundations Center and EOF Director	Deborah Walker-McCall dwalker@andromeda.rutgers.edu	Ext. 3579
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Director of Counseling Center	Pamela Heard pkheard@andromeda.rutgers.edu	Ext. 5805
Dean and Director, Paul Robeson Center	Clayton Walton cwalton@andromeda.rutgers.edu	Ext. 5568
Director, Office of Communications	Helen Paxton paxton@andromeda.rutgers.edu	Ext. 5262
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Office of General Counsel	Lisa Wahler, Legal Advisor lwahler@oldqueens.rutgers.edu	Ext. 732-932- 7357

Inquiries:

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CAMPUS POLICE: EMERGENCIES 973.353.5111
CAMPUS POLICE: NON-EMERGENCIES 973.353.5581