



Threat Assessment- Procedure

1. Threat Assessment Team

The School and Lodge will establish a Threat Assessment Team. The composition of the team and its responsibilities follow.

a. Composition

Teams shall be comprised of the following.

Team Leaders

School/Lodge Administration, Lodge counselor and staff members as decided at the Board Level, local Winnipeg Police Constable.

Additional Support Team Members

Include Board designate, physicians/local health nurse/worker, Child and Family Services, Mental Health Services, Probation Services as needed.

Responsibilities

The responsibilities of the Threat Assessment Team are as follows.

- i. The Threat Assessment Team Leader shall ensure that all students, staff, and parents are aware of the protocol.
- ii. The Threat Assessment Team shall review information and data related to threats.
- ii. The Team, in consultation with Board Designate, shall determine what post trauma services are required and if a crisis response team is needed.
- iii. The Team Leader shall be responsible for completing a Threat Assessment Incident Report which shall be kept on file in the school office and copies shall be forwarded to the Board Chairperson.
- iv. The Team Leader shall ensure that appropriate post-debriefing activities are conducted.

Threat Categories

The following categories will guide the actions of the Threat Assessment Team Leader and/or Team.

a. Immediate Risk (HIGH)

A high level threat appears to pose an imminent, immediate and serious danger to the safety of others.

When an immediate or high risk is identified, the Director/Principal or designate will contact local police and take steps to ensure safety of all students and staff. The Threat Assessment Team is not immediately activated as the threat must be removed before any follow-up inquiry or recommendations are decided upon.

b. Student Behaviours with a Risk for Violence (MEDIUM)

A medium level threat appears as though it could be carried out, although it may not appear entirely realistic. It is more direct and concrete than a low level threat. Wording suggests the individual has given some thought to how the act will be carried out, including general indication of a place and time. There is no strong indication that the individual has taken preparatory steps. However, there may be some veiled reference or ambiguous or inconclusive evidence.

All behaviour involving possible injury or death, including those actions described above, are to be reported to the Principal or designate, who will then activate the protocol for response from the Threat Assessment Team to assess the behaviour. (See Exhibit C.2.1-EX1)

c. Worrisome Behaviours (LOW)

A low level threat appears as minimal risk to the victim and public safety. The threat appears vague and indirect, information is inconsistent or lacks details, and the content suggests the person is unlikely to carry it out. The majority of risk-behaviours fall into this category.

All worrisome behaviours will be reported to the Threat Assessment Team who will assess the risk and decide necessary follow-up, if any.

2. Monitoring Threats

School Principals or designates shall ensure that threats of any nature are monitored and that proper records are kept on files and reports made appropriately.

The types of threats to be monitored include:

a. Direct

A direct threat identifies a specific act against a specific target and is delivered in a straightforward, clear and explicit manner.

b. Indirect

An indirect threat tends to be vague, unclear and ambiguous. The plan, the intended victim, the motivation, and other aspects are masked or unequivocal.

c. Veiled

A veiled threat strongly implies but does not explicitly threaten violence. Violence is hinted and left for the potential victim to interpret.

d. Conditional

A conditional threat warns that a violent act will happen unless certain demands or terms are met.

Other factors to consider in monitoring threats include:

Specific, plausible details are critical in evaluating a threat. Details can indicate that substantial thought; planning and preparation steps have already been taken, suggesting a high risk that the individual will follow through.

Emotional content can indicate something about the mental state of the individual. However, there is no correlation between emotion intensity and the risk a threat will be carried out.

Precipitating stressor or indicator may seem insignificant and suggest the threat is unlikely. However, it can be the catalyst when combined with pre-disposed personality factors such as depression or anxiety.

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