

## **Preventing and Addressing Threats or Acts of Violence**

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**Policy Type** [University](#)

**Contact Office**

[Safety & Security \(Department of\)](#)

**Oversight Executive**

[Associate Vice President for Safety & Security and Chief of Police](#)

**Applies To**

Academic Division The Medical Center

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### **Reason for Policy**

The University of Virginia and the University of Virginia Medical Center are committed to providing a safe and secure environment for all faculty, staff, students, Medical Center employees, patients, and visitors. This policy addresses the prevention, intervention, assessment, and management of identified threats and acts of violence and facilitates compliance with Virginia Code §23.1-805.

### **Definition of Terms**

#### **[Violence Prevention Committee and Threat Assessment Team \(TAT\)](#)**

A multi-disciplinary team comprised of various University and Medical Center personnel responsible for developing and executing policies and procedures for the prevention of violence on Grounds, including assessment of and intervention with individuals whose behavior poses a threat to the safety of the University community.

### **Policy Statement**

The University and Medical Center promote a safe environment in which to learn, live, and work by prohibiting threats or acts of violence. The University and Medical Center have established a [Violence Prevention](#)

[Committee and Threat Assessment Team \(TAT\)](#) to assess, manage, intervene, and mitigate identified acts or threats of violence by or against faculty, staff, students, Medical Center employees, patients, and visitors or other non-affiliated individuals.

**In situations where violence appears imminent or occurs, individuals should immediately call 911.** Faculty, staff, students, Medical Center employees, patients, and visitors should report any violent or threatening behavior (see Section 1) either to the University Police Department (UPD), Medical Center Security, Student Affairs, Office for Equal Opportunity and Civil Rights (EOCR), University Human Resources (UHR), Medical Center Human Resources (MCHR), Patient Safety and Risk Management, the Director of Threat Assessment or through [UVA Just Report It](#).

**NOTE:** Retaliation against any faculty, staff, student, Medical Center employee, patient, or visitor who in good faith, reports violent or threatening behavior per this policy is prohibited. Retaliatory actions will be referred to the appropriate disciplinary authority within the University and Medical Center.

### 1. **Violent and/or Threatening Behavior:**

Violent and/or threatening behavior encompasses a range of activities occurring on or off University or Medical Center grounds and generates reasonable concern for personal or community safety. Violent and/or threatening behavior includes but is not limited to the following examples:

- Brandishing a weapon or firearm.
- Unsanctioned possession of firearms, weapons, or other dangerous items.
- Intentionally injuring another person physically.
- Committing injurious or threatening acts related to sexual assault, stalking, dating or domestic violence, or sexual or gender-based harassment.
- Threatening to injure an individual or to damage property.
- Hazing as defined in University Policy [STU-005](#).
- Defacing or damaging property.
- Engaging in verbal or physical behavior that creates a reasonable fear of physical injury.
- Intentionally engaging in verbal or physical behavior that subjects any individual to extreme emotional distress.
- Publishing a person's name or photograph with identifying information with the intent to coerce, intimidate, or harass the individual (also known as doxing).
- Engaging in threatening or violent behavior based on race, ethnicity, gender, sexual orientation, or other protected status.

### 2. **[Violence Prevention Committee and Threat Assessment Team \(TAT\):](#)**

The multidisciplinary TAT will consist of but is not limited to the following individuals and department representatives:

Associate Vice President of Safety and Security  
Director of Threat Assessment  
University Police Department  
Student Affairs  
Counseling and Psychological Services (CAPS)  
Office for Equal Opportunity and Civil Rights  
University HR/Employee Relations

Medical Center HR/Employee Relations  
Faculty and Employee Assistance Program  
Patient Safety/Risk Management  
Faculty Representative  
Office of University Counsel\*

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\* Provides legal advice and counsel to the TAT.

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The TAT does not serve as a disciplinary body; however, referrals will be made to the appropriate disciplinary authority regarding violent or threatening behavior per University policy.

### 3. **Support and Safety Planning:**

The University and Medical Center will make efforts to protect and support those subjected to or threatened by acts of violence by discussing safety planning and identifying appropriate resources. University, Medical Center, and community resources referrals include but are not limited to: law enforcement, health care facilities, counseling services, victim advocacy groups, legal aid, domestic violence shelters, CAPS, University Women's Center, EOCR, Student Affairs, and the Faculty and Employee Assistance Program.

Individuals directly affected by or at risk of ongoing violence may also need accommodations or adjustments to enhance their safety. Accommodations may include but are not limited to: access to counseling services; adjustments to class or work schedules or locations; parking modifications; time off to attend legal proceedings; and/or temporary or permanent student housing changes. The University shall accommodate requests as appropriate per the recommendation and guidance of the TAT.

### 4. **Responsibilities:**

The *Associate Vice President of Safety and Security* is responsible for the implementation of this policy for the University and the University Medical Center.

The *Director of Threat Assessment*, per the designation of the Associate Vice President of Safety and Security, is responsible for: determining membership on the multidisciplinary threat assessment team; assessing the TAT and its management/intervention process; coordinating annual training for members of the TAT; determining a strategic direction for this policy's implementation; and overseeing University and Medical Center training regarding this policy and warning behaviors that may precede violence.

The [Violence Prevention Committee and Threat Assessment Team](#) is responsible for (1) developing policies and procedures for the prevention of violence on Grounds and (2) reviewing reported violent or threatening behavior (see Section 1), gathering pertinent information, determining intervention and management strategies, implementing protective measures for victims, and documenting actions taken.

All *University faculty, staff, students, Medical Center employees, patients, and visitors* are responsible for being alert to the possibility of violence and reporting violent or threatening behavior (see Section 1) to either to University Police, Student Affairs, EOCR, UHR, MCHR, Patient Safety and Risk Management, the Director of Threat Assessment, or through [UVA Just Report It](#). In situations where violence appears imminent or occurs, individuals should immediately call 911.

Any *University faculty, staff, student, or Medical Center employee* who obtains a court order of protection is responsible for alerting a member of the Threat Assessment Team of the existence of such order and providing a copy.

All *University faculty, staff, students, and Medical Center employees* are expected to cooperate fully with the TAT including but not limited to: answering questions about violent or threatening behavior, answering questions about persons of concern (e.g., the environment where they live, work, study, or receive care; stressors, health, emotional health, history of violence or threatening statements, and weapon possession), providing employee and student records subject to relevant state and federal laws.

#### **5. Compliance with Policy:**

Failure to comply with the requirements of University or Medical Center policy (e.g., engaging in violent or threatening behavior that violates the employee, faculty, student, or patient codes of conduct; the [Title IX Policy](#); the [Preventing and Addressing Discrimination and Harassment \(PADH Policy\)](#); or the [Preventing and Addressing Retaliation Policy](#)) may result in disciplinary action up to and including termination of employment, services, or expulsion. Any individual who engages in violent or threatening behavior may be removed and/or prosecuted for trespass, disorderly conduct, or other offenses under state or federal law.

Questions about this policy should be directed to the [Director of Threat Assessment](#).

#### **Procedures**

[UVA Just Report It](#)

For additional reporting options, view the [Threat Assessment Website](#).

#### **Related Information**

##### **University Policy:**

[Disciplinary Suspension and Termination of Academic Faculty](#)

[HRM-009: Preventing and Addressing Discrimination and Harassment](#)

[HRM-010: Preventing and Addressing Retaliation](#)

[HRM-014: Standards of Conduct for University Staff Employees](#)

[HRM-040: Reporting by University Employees of Disclosures Relating to the Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence and the Preventing and Addressing Discrimination and Harassment, and Preventing and Addressing Retaliation Policies](#)

[HRM-041: Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence](#)

[IRM-018: Issuance of a Community Alert](#)

[PRM-018: Issuance of a Trespass Warning](#)

[SEC-030: Regulation of Weapons, Fireworks, Explosives, and Other Prohibited Items](#)

[SEC-032: Open Burn and Open Flame Operations at the University of Virginia](#)

[SEC-035: Clery Act Compliance](#)

[STAF-003: Statement of Students' Rights and Responsibilities](#)

##### **Medical Center Policy:**

[HSG-006: Patient Rights and Responsibilities](#)

[701, Employee Standards of Performance and Conduct](#)

[0172, Reporting, Preventing and Responding to Violence in the Workplace](#)

[0174, Regulation of Weapons, Fireworks and Explosives on University Property](#)

[0283, Behavioral Code of Conduct](#)

[0291, Code of Conduct for Providers who Hold Clinical Privileges](#)

[University of Virginia School of Medicine Code of Conduct](#)

**State Policy:**

[1.60, Standards of Conduct](#)

[2.35, Civility in the Workplace](#)

[2022 Code of Virginia §18.2-186.3](#)

[§ 19.2-389. Dissemination of criminal history record information](#)

[§ 19.2-389.1. Dissemination of juvenile record information](#)

[§ 32.1-127.1:03. Health records privacy](#)

[§ 23.1-803 First warning notification and emergency broadcast system required](#)

[§ 23.1-804 Institutional crisis and emergency management plan](#)

[§ 23.1-805 Violence prevention committee; threat assessment team](#)

[§ 23.1-806 Reporting of acts of sexual violence](#)

[§ 23.1-807 Sexual assault; memoranda of understanding; policies](#)

[§ 23.1-808 Sexual violence policy review](#)

**Additional Information:**

[Hoos Making a Safer Community at the University of Virginia](#)

[Respect @UVA](#)

[UVA Emergency Management Plans](#)

**Major Category** [Human Resource Management](#)

**Next Scheduled Review** Saturday, June 7, 2025

**Revision History**

Added definition of identifying information and 10th bullet in Section 1. 2/5/24; Updated Dept 6/23/22; Updated 6/7/22; Removed reference to TipSoft 5/23/22; Added Hazing to Section 1 1/20/22; Updated Contact Ofc 6/20/19; Revised 1/18/19; 7/13/09.

**Applies To Text**

Academic Division and the Medical Center.

**Category Cross Reference**

[Safety, Security and Environmental Quality](#)

**Supersedes Policy Text**

Workplace Violence/Hostility Policy.

**Last modified** March 4, 2024 - 12:39pm

**Approved By** Policy Review Committee

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