



RUTGERS
NEWARK

**WORKPLACE AND CLASSROOM
THREATS AND VIOLENCE**

Threat Assessment Team Campus Resource Guide

*Resource information designed to help you deal
with inappropriate, disruptive or threatening behavior.*

October 2009

Q AND A'S

What are T.A.T. services?

Upon notification of a perceived threat, members of the TAT team will bring the matter forward for assessment and response. TAT will also do post event analysis to determine appropriate crisis management and interventions; facilitate training and information for members of the campus community about the risks of interpersonal and workplace violence.

What is workplace violence?

Workplace violence is defined as any direct or implied threat, intentional act of other conduct that would arouse fear in a reasonable person for their own safety or the safety of others. This includes:

- Violent action
- Threatening words or gestures
- Stalking
- Possession of weapons
- Other conduct causing fear in a reasonable person

What types of conduct should I report to the T.A.T.?

Any member of the campus community may report conduct ranging from threatening or violent incidents, to stalking to suicidal threats or other implied risk or peril. Urgent situations should be reported immediately to Campus Police at 5581.

What should I do if I think I am being threatened by someone on campus?

Contact your supervisor or department head as soon as possible, or call the campus police immediately. Remain calm as possible and do not attempt to confront the individual or engage in an argument.

What words are considered threatening?

Any communication that implies that you are at risk of personal harm, including the following examples:

- “I’m going to get you” or “I’m going to kill you”
- “You’ll be sorry”
- “You never know when something might happen”
- “Watch out for accidents”
- “If you don’t do what I want, there will be trouble”

I have concerns about troubling behavior on the part of one of my students. What should I do if a student threatens me or is engaged in threatening conduct in my classroom?

Faculty members should contact campus police whenever they believe a student may pose a risk of violence to self or others. If in doubt, contact Vice Provost Marcia Brown or Assistant Vice Provost Gerald Massenburg at 973-353-5541. A threat assessment may be needed and the student may be referred to Counseling or subject to judicial action or involuntary withdrawal. If you believe the matter is urgent, always call police immediately at 973-353-5581.

I have concerns about a co-worker who confided that they are having difficulties at home and is showing increasing aggression?

Concerns about aggression in the workplace should be immediately reported to your supervisor, Human Resources (973-353-5500), Counseling (973-353-5805), or Campus Police (973-353-5581). This includes threats or violent acts by terminated employees or employees who have threatened their co-workers, or employees who have threatened to commit suicide. They too should likewise be reported.

How can I identify potentially violent students?

It is important to resist the urge to “profile” potentially violent students based on the media, or ethnic representations or past shootings. All research investigations in this area indicate that there is no accurate or useful profile of a violent student or school shooter. This is why we are engaged in threat assessment, which allows a multi-disciplinary team to analyze observable behavior, assess post event incidents for violence prevention and utilize the expertise of law enforcement. If the student is showing disturbing behavior, please utilize the **Threat Referral Form** located on line at <http://www.newark.rutgers.edu/campusstatus/threatreferral.pdf>. If the student needs to be removed, there are mechanisms available to do so.

I am a member of the faculty. Should I talk with a student about my concerns?

Trying to find out what might be in the “heads” of students is a risky proposition. While an effort at conversation is generally advisable, it is recommended that you exercise judgment on a case by case basis, primarily after consultation with colleagues, counseling, and public safety.

What are early warning signs of violent conduct?

Our counseling offices have indicated that the following behaviors, taken together, or in distinct patterns, may be early warning signs of violence.

- History of aggressions or violence
- Specific detailed threats to harm another
- Destruction of personal and/or campus property
- Recent attempts to secure weapons
- A pattern of poor interpersonal relationships
- Recent attempts/talk of suicide
- Involvement with hate groups or criminal gangs
- Frequently angry, easily frustrated
- Defiance of authority

Personality Traits

- Drug/alcohol abuse
- Mental health issues
- Socially isolated
- Recent problems at school/home/work
- Extreme paranoia/suspicion

Campus Resources for Addressing Disruptive or Threatening Individuals:

Campus Police – x5581

Office of Student Life and Leadership - x5300

Judicial Affairs – x5800

Counseling Office - x5805

Dean of Students Offices – x5800

Health Services – x5231

Campus Switchboard (between 9 – 4 pm) – x1776

Office of Student and Community Affairs - Office of Chancellor x5541