



# THREAT ASSESSMENT TEAM

UNIVERSITY of VIRGINIA

*Safety is Everyone's Responsibility  
A Safe Community Starts with You*

Committee Information

Violence Prevention Committee

Key Safety Resources

## University of Virginia Threat Assessment Team

The goal of the University's Threat Assessment Team is to help preserve the safety and security of the University community in collaboration with other University and community services. We provide consultation to the University in any circumstance in which there is concern that someone poses a danger to harm others. We inclusively consider situations that involve students, staff members, visitors, and others in the vicinity of the University community. Our philosophy is to identify concerns in their early phases and to work constructively and collaboratively with all parties before problems escalate into violent outcomes. We encourage everyone in the University community to be willing to seek help for themselves or others when there are safety concerns.

In an urgent situation, please call 9-1-1 and seek advice for immediate action or referral to an appropriate resource.

### Committee Information

- **Team Chair:**  
Marge Sidebottom, Director Office of Emergency Preparedness
- Pat Lampkin, Vice President and Chief Student Affairs Officer
- Susan Davis, Associate Vice President for Student Affairs
- Allen Groves, Dean of Students
- Mike Gibson, University Police Chief
- Don McGee, Captain University Police
- Barry Meek, Associate General Counsel\*
- Beth Hodsdon, Associate General Counsel\*
- Dewey Cornell, Curry School - Faculty
- Russ Federman, Student Health
- Lenny Carter, Student Health
- Michael Schwartz, Human Resources
- Mary Sherman, Faculty and Employee Assistance Program
- Rachael Holmes, Patient Safety/Risk Management Safety Officer
- Madelyn Wessel, Associate General Counsel\*
- Darrell Kozuch, Human Resources
- Veronica Ford, Manager, Employee Relations, Medical Center Human Resources

\*Provides legal advice and counsel to the Committee through the Office of the General Counsel

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Charlottesville, VA 22904

Code of Virginia

§ 23-9.2:10. Violence prevention committee; threat assessment team.

A. Each public college or university shall have in place policies and procedures for the prevention of violence on campus, including assessment and intervention with individuals whose behavior poses a threat to the safety of the campus community.

B. The board of visitors or other governing body of each public institution of higher education shall determine a committee structure on campus of individuals charged with education and prevention of violence on campus. Each committee shall include representatives from student affairs, law enforcement, human resources, counseling services, residence life, and other constituencies as needed. Such committee shall also consult with legal counsel as needed. Once formed, each committee shall develop a clear statement of: (i) mission, (ii) membership, and (iii) leadership. Such statement shall be published and available to the campus community.

C. Each committee shall be charged with: (i) providing guidance to students, faculty, and staff regarding recognition of threatening or aberrant behavior that may represent a threat to the community; (ii) identification of members of the campus community to whom threatening behavior should be reported; and (iii) policies and procedures for the assessment of individuals whose behavior may present a threat, appropriate means of intervention with such individuals, and sufficient means of action, including interim suspension or medical separation to resolve potential threats.

D. The board of visitors or other governing body of each public institution of higher education shall establish a specific threat assessment team that shall include members from law enforcement, mental health professionals, representatives of student affairs and human resources, and, if available, college or university counsel. Such team shall implement the assessment, intervention and action policies set forth by the committee pursuant to subsection C.

E. Each threat assessment team shall establish relationships or utilize existing relationships with local and state law- enforcement agencies as well as mental health agencies to expedite assessment and intervention with individuals whose behavior may present a threat to safety. Upon a preliminary determination that an individual poses a threat of violence to self or others, or exhibits significantly disruptive behavior or need for assistance, a threat assessment team may obtain criminal history record information, as provided in §§ 19.2-389 and 19.2-389.1, and health records, as provided in § 32.1-127.1:03. No member of a threat assessment team shall redisclose any criminal history record information or health information obtained pursuant to this section or otherwise use any record of an individual beyond the purpose for which such disclosure was made to the threat assessment team.

(2008, cc. 450, 533; 2010, cc. 456, 524.)