

great plains
college



VTRA Protocol
September 9, 2015

Great Plains College Threat Assessment and Support Protocol

Philosophy

Great Plains College is committed to making our locations safe. As such, we will respond to behaviours that may pose a risk of violence to students, staff and members of the community. Early intervention by Great Plains College is intended to reduce and manage violence at the college and in the communities we serve.

This protocol endorses collaborative planning among the college locations and community partners with a goal to enhance safety, reduce violence and use safe, caring and restorative techniques. It fosters timely sharing of information about individuals who pose a risk of violence toward themselves or others.

The strength of this protocol lies in the composition of the Great Plains College Violence Threat Risk Assessment Committee (subsequently referred to as the GPC-VTRA Committee), its collaboration with community organizations and, where applicable, Community Threat Assessment and Support Teams.

The protocol is designed to facilitate communication so that when the GPC-VTRA Committee is activated, appropriate community partners and college personnel may communicate relevant information. This collaborative process will respect the individual's rights to privacy and the safety of all, to the fullest extent possible.

Purpose of a Violence Threat Risk Assessment

The purpose of a Violence Threat Risk Assessment is to:

- Ensure and promote the emotional and physical safety of students, staff, the person making the threat and others
- Ensure a full understanding of the context of the threat
- Understand the factors that contribute to the threat maker's behavior
- Be proactive in developing an intervention plan that addresses the emotional and physical safety of the threat maker
- Promote the emotional and physical safety of all

Commitment

All college locations will strive to follow the protocol.

We will work together for the benefit of our students, staff and communities by:

- Building working relationships based on mutual respect and trust
- Working in ways that promote safe, caring and restorative classroom/college environments and practices
- Involving stakeholders in planning for services and supports
- Realizing that working together successfully is a process of learning, listening and understanding one another
- Being patient, trusting and working together to help individuals become happy, healthy, active, involved and caring members of the community

GPC-VTRA Committee

The GPC-VTRA Committee includes, but may not be limited to:

- Director of Communications (Chair)
- Manager of Human Resources (Vice Chair)
- Region Managers

The GPC-VTRA Committee will designate a GPC-VTRA Lead and a backup Lead for each college location.

A list of the GPC-VTRA Committee Members and the GPC-VTRA Leads can be found in *Appendix A* of the *VTRA Procedures*.

As part of the protocol design, the GPC-VTRA Committee is responsible for:

- Assisting staff in the identification and risk assessment of violence threats
- Identifying staff training needs related to threat assessment
- Planning and implementing initiatives to proactively address potential violence threats
- Planning and implementing procedures for pre- and post- incident
- Leading the arrangement of post-trauma debrief activities
- Collaborating, liaising, sharing and reviewing relevant information and details of threatening situations or evidence promptly with community VTRA agencies
- Making policy and procedure recommendations to Executive Management
- Liaising with the college's OH&S Committees re: VTRA procedures
- Discussing and reviewing:
 - o Statistics
 - o Identifiable gaps
 - o Protocol implementation
 - o Protocol and process review and adjustment
 - o Review of training needs

Fundamental Approaches to VTRA

1. Sharing Relevant Information

The sharing of information is carried out by any of the GPC-VTRA Committee members, on a proactive basis, to avert or minimize imminent danger that affects the health and safety of any person. Information is shared on a confidential basis and is to be used solely for the purpose of the assessment or for actions directly related to or flowing from the assessment.

2. Investigative Mind-Set

Threat assessment requires thoughtful probing, viewing information with professional objectivity and paying attention to key points about pre-attack behaviours. Personnel who carry out VTRA must strive to be both accurate and fair.

3. Anonymous Threats: Duty and Intervention

Anonymous threats are typically threats to commit a violent act against an individual(s), specific group, or site (the college). They may be found written on bathroom walls or stalls, spray painted on the side of the college, posted on the Internet, or in letters left in a conspicuous place (instructor's desk), etc. Anonymous threats will be assessed and responded to accordingly.

4. Building Capacity

All members of the GPC-VTRA Committee, Leads and backup Leads will receive Level 1 and 2 VTRA training. Appropriate college personnel will be trained as required to effectively implement and sustain the VTRA protocol.

5. Program Review

Annually, the GPC-VTRA Committee will review and provide recommendations to improve the effectiveness of the VTRA protocol and procedures.

6. Contact List

The contact list for members of the GPC-VTRA Committee and the Local GPC-VTRA Committee Leads, as found in *Appendix A* of the *VTRA Procedures* will be updated during the program review. This list will also be made available to all GPC staff.

Where applicable, members of the GPC-VTRA Committee will be involved with the Community Threat Assessment and Support Teams.