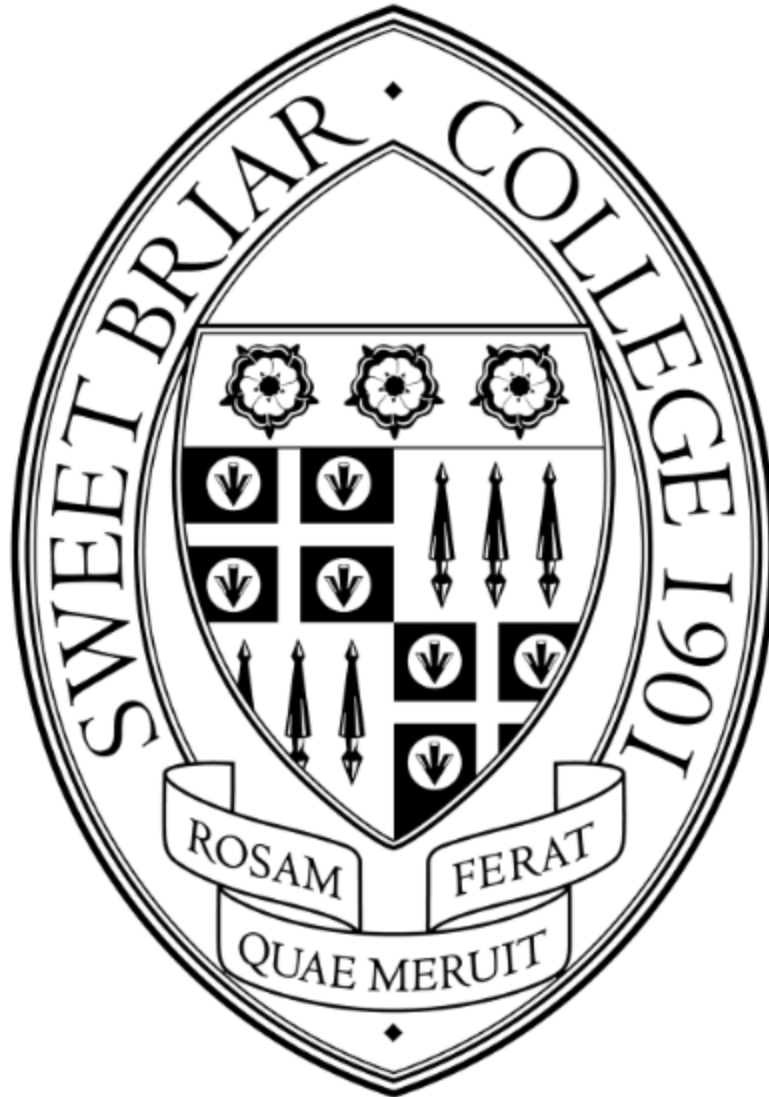


# Sweet Briar College



## Threat Assessment Protocol

Last updated 11/30/2022

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## **Introduction and Purpose**

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Sweet Briar College is committed to maintaining campus and workplace environments that are safe and secure for all students, staff, faculty, and visitors. As part of this commitment, Sweet Briar College has established the Threat Assessment Team (TAT), which is empowered to assess risk and, in cooperation with other Sweet Briar College teams or offices and potential external parties as appropriate, formulate an appropriate response in situations where an individual's behavior and/or statements indicate they may present a threat to the health or safety of themselves or others. The TAT seeks to mitigate potential risks before they result in harm and protect the safety of the campus community.

Nothing in this policy shall be construed to alter or amend other applicable Sweet Briar College policies.

## **Threat Assessment Team**

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The chief risk officer for Sweet Briar College is the vice president for finance, operations and auxiliary enterprises, and appoints the members of the Sweet Briar College Threat Assessment Team (TAT), names its deputy chair, and appoints new or different team members as necessary. The TAT is advisory and makes recommendations to the appropriate office in the programs for which it is responsible or the president of the College, as needed.

The TAT is chaired by the vice president for finance, operations and auxiliary enterprises, and ordinarily consists of representatives (or their designees) from the Department of Campus Safety; the Office of Alumnae Relations, Communications and Development; Office of the Dean; the Office of Student Life; the Office of Human Resources; and other internal and external ad hoc representatives as applicable. The deputy chair is the vice president for alumnae relations, communications and development.

Individuals may make a report to any member of the Threat Assessment Team. The TAT also serves as the institution's designated Sexual Assault Response Team.

Members of the TAT are identified by name and position here and in other Sweet Briar College publications, as appropriate. Other Sweet Briar College personnel and outside resources with relevant areas of specialization and responsibility may be called upon to

assist the TAT, including but not limited to: law enforcement agencies; medical personnel; licensed professional counselors; and/or other outside experts. The Office of the President will be kept apprised of the team's work as appropriate.

### Sweet Briar College Threat Assessment Team Members

Name	Title	Email	Phone
Luther Griffith	VP of Finance, Operations, and Auxiliary Enterprises	<a href="mailto:lgriffith@sbc.edu">lgriffith@sbc.edu</a>	434-381-6325
Mary Pope Hutson	VP for Alumnae Relations, Communications and Development	<a href="mailto:mpmhutson@sbc.edu">mpmhutson@sbc.edu</a>	434-381-6326
Kathy Bradley	Director of Human Resources, Title IX Coordinator	<a href="mailto:kbradley@sbc.edu">kbradley@sbc.edu</a>	434-381-6478
Brian Marker	Director of Campus Safety	<a href="mailto:bmarker@sbc.edu">bmarker@sbc.edu</a>	434-381-6244
Kerry Greenstein	Dean of Students	<a href="mailto:kgreenstein@sbc.edu">kgreenstein@sbc.edu</a>	434-381-6134
Teresa Garrett	VP of Academic Affairs, Dean of the College	<a href="mailto:tgarrett@sbc.edu">tgarrett@sbc.edu</a>	434-381-6205

## Reporting Potential Threats

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Anyone who believes that an individual has committed or may commit an act of violence, or otherwise may pose a threat to the health or safety of any member of the Sweet Briar College community should **call the Department of Campus Safety immediately at 434-381-6111 at Sweet Briar College. In case of an emergency, please dial 911.**

The chief risk officer and/or deputy chair of the TAT will assess the reported information with appropriate TAT members and involved parties, and determine whether to convene the entire TAT. Some situations may not require the full TAT convene for assessment; in these instances, debrief will still be provided for the full TAT at the next regular or ad hoc meeting.

In cases where an assessment indicates that the threat is to self only, the matter will be referred to the appropriate Sweet Briar College official (e.g., student matters will be referred to the dean of students; staff matters will be referred to the manager of human resources; and faculty matters will be referred to the dean of the College). In cases where available information suggests that a person may pose a threat to self and others, the TAT will ordinarily be convened and will involve the other officials listed here as appropriate. In cases where a referral is made, the TAT may be re-involved as necessary and appropriate. Sweet Briar College partners with Horizon Behavioral Health and Centra Healthworks to provide care in our on-campus health and wellness center. In some cases, these medical/counseling professionals may be involved with TAT cases and/or assessments.

## **Confidentiality**

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All reports under this policy will be handled in a sensitive manner. Information will be shared with others only to the extent necessary to assess and manage the situation and in accordance with state and federal law.

In general, the law recognizes and protects the confidentiality of communications between a person seeking care and a medical or mental health professional or religious adviser. The medical, mental health and religious professionals at/associated with Sweet Briar College respect and protect confidential communications from students, faculty, and staff to the extent that they are legally able to do so. One of these professionals may have to breach confidence, however, when he or she perceives a serious risk of danger to another person or property.

Sweet Briar College and its campus is also part of a larger community. If there is an independent investigation or lawsuit relating to an act of violence or a potential threat, those involved or others may be required by law to provide documents, testimony or other information.

## **Retaliation**

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Retaliating directly or indirectly against a person who has in good faith made a report under this policy or who has supported or participated in an investigation is prohibited. Retaliation includes but is not limited to ostracizing the person, pressuring the person to drop the report or not participate in the investigation, or to provide false or

misleading information, or engaging in conduct that may reasonably be perceived to adversely affect that person's educational, living or work environment. Depending on the circumstances, retaliation may be unlawful, whether or not the report is ultimately found to have merit. An individual who engages in retaliation under this policy will be subject to discipline in accordance with Sweet Briar College-wide policies and the policies applicable to the program at issue.