Assessing Threat & Preventing Violence

**Threat Assessment** - being able to differentiate and determine someone who truly poses a threat, from someone who is merely making a threat. OHSU has a multi-disciplinary threat assessment team (TAT) which combines efforts, manpower, knowledge and resources of various OHSU departments while working for early intervention to de-escalate any potentially violent situation. The team works to balance confidentiality and the need to know, the right to privacy and the need to protect OHSU community while working to prevent acts of violence and allow affected individuals to remain functioning members of the work force whenever possible.

Threat Assessment/Case management is a dynamic process and as factors of the situation change, it is important for the team to re-assess constantly, which allows the team to organize resources, change strategies or safety planning and update potential victims as appropriate. The process is also evidence based which looks at specific behaviors a person has exhibited as well as situational factors when determining threat level, safety planning and how to help mitigate potential threat.

**Signs/Behaviors & Situational Factors**
- Violence Preoccupation – refers to or identifies with violence, reveals violence ideas or sees violence as justified
- Intent and Threats – expressed intentions, threatening statements to kill/harm self or others, direct or veiled (oral, written, electronic, gestures, etc.)
- Recent or impending losses – job, family, relationship, financial, status, death of loved one, strong denial or poor coping with losses
- Serious stress in personal life, financial, family, residence, marital problems, etc.
- Self-centered, defensive, or demanding, lacks concern, blames others, with no sense of own responsibility, lying
- Menacing behaviors - intimidating, belligerent, insubordinate, defiant, or challenging, bulling, defiance to workplace rules, security breaches (other behaviors that cross boundaries)
- Moodiness - confrontational, angry, easily provoked, unpredictable, restless, or agitated
- History of violent, reckless or antisocial behavior, criminal history
- Firearm – fondness or fascination, recent or new acquisition of firearms, weapons,
- Changes in personality, mood, or behavior, recent marked performance decline
- Decline or change in personal grooming
- Substance abuse
- Irrational thinking – bizarre or highly suspicious beliefs, makes irrational accusations, especially towards management or coworkers
- Cultural Issues – disgrace for failing
- Excessive phone calls or crying
- Isolation

**Public Safety Resources**
- Officer Response 24/7
  4-7744 or 503-494-7744
- Community Safety Coordinator Mon-Thur
  4-4598 or 503-494-4598

OHSU Workplace Violence Policy No. 07-30-020
Pathway to Workplace Targeted or Intended Violence

- Pre-attack Preparation
- Research & Planning
- Violent Ideation
- “The Grievance”
- Probing & Breaches
- Attack

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Your safety is your responsibility – if you see something say something.

CONTACT INFORMATION - 24 hours a day 7 days a week.

NON-EMERGENCY
OFF CAMPUS (503) 494-7744
ON CAMPUS 4-7744

OHUS EMERGENCY
OFF CAMPUS (503) 494-4444
ON CAMPUS 4-4444

Public Safety Web site at: http://www.ohsu.edu/xd/about/services/public-safety/