



Violence Threat Risk Assessment

Fair Notice

The University of Regina is committed to creating and maintaining a safe and welcoming environment and minimizing the risk of violence to members of the University community.

Employees, students, and others have a duty to report threatening behaviour to:

- Regina Police Service (911) and Campus Security (306-585-4999) for any immediate threat
- Any Member of the Early Intervention Team.
- A trusted staff or faculty member (This person should then contact the Director, Health, Safety and Wellness OR the Director, Campus Security and Operations OR the AVP Student Affairs).

Threatening behaviour includes any communication of intent to do harm or act violently that gives an employee or student reasonable cause to believe there is a risk of injury.

A threat may be verbal, written, drawn, posted online, or made by gesture.

A violence threat risk assessment may be completed to:

- Ensure understanding of the context of the threat
- Identify the factors that contributed to the threat-maker's behaviour
- Be proactive in developing an intervention plan for the threat maker
- Promote the emotional and physical safety of all - including students, employees, the threat-maker, and others

What do students, employees, and others need to know?

- Any threat must be reported
- Investigation of reports may include a multi-disciplinary team (from within the University) and may also include external community agencies. Information may be shared on an as need basis
- Investigation may involve locker or personal property searches
- Interviews may be completed with the threat maker and others who may have information about the threat
- Threatening behaviour may result in disciplinary action
- An intervention plan may be developed for the threat maker
- A support plan may be developed for any individuals who are targeted by threat

VTRA community partners within the Regina Human Services Partnership include Regina Public Schools, Regina Catholic Schools, Regina Police Service, City of Regina Fire and Protective Services, City of Regina Community Services, Saskatchewan Health Authority, Child & Youth Services, Ministry of Social Services, Ministry of Justice, Corrections & Policing, Regina Open Door Society, Saskatchewan Polytechnic.

*This notice is based on the work of J. Kevin Cameron, Executive Director,
North American Centre for Threat Assessment and Trauma Response.*