

Employee Threat Assessment and Management Team

Rochester Institute of Technology is committed to providing an environment that is safe and secure and one that promotes learning and productive employment. RIT does not tolerate violence of any type including expressed or implied threats of violence. Each member of the RIT community shares responsibility for creating and maintaining a civil and respectful workplace, free from all forms of threatening and violent behavior.

The Threat Assessment and Management Team is a multi-disciplinary group whose purpose is to support RIT's students, faculty and staff through an established protocol. Team members include representatives from Human Resources, Public Safety, Risk Management, and the Office of Legal Affairs. An external resource will assist the team when additional medical assessment warrants. The team will develop and implement resolution strategies and corrective action plans to address violent and/or threatening behaviors. In addition, the team will coordinate communications, and monitor resolutions of situations.

Additional Team actions may include:

- Providing precautionary safety training to faculty and staff
- Assisting supervisors with identifying workplace modifications, when needed
- Providing special parking arrangements or escort services if warranted
- Processing a ban from campus letter, if warranted when a non-campus member is involved
- Contacting outside police agency if warranted
- Assisting with order of protection process if warranted when a non-campus member is involved
- Coordinating Employee Assistance Program (EAP) resource for faculty and staff when needed

How to Report an Imminent Threat:

- If a member of the RIT community experiences, observes or has knowledge of, or perceives an imminent workplace threat of violence, the member should immediately contact the Public Safety Department at 585-475-3333; 585-205-8333(text).

How to Report Concerns about Changes in Individual Behavior:

- Faculty and staff should alert their supervisor and HR Manager to their concern. If an individual's immediate supervisor is the cause for concern, Human Resources will contact the supervisor at the next level of management.

Definitions:

Violent and/or Threatening Behavior: Any act of physical violence including expressed or implied threats of violence, inappropriate aggression or intimidation implying violence.

Threat Assessment: investigative and operational techniques used to identify, assess, and manage the risks of targeted violence and its potential transgressor(s).

RIT property or facility: any asset owned and operated by RIT.

Off-site RIT sponsored event: activities including conferences, meetings, workshops, etc., sponsored by RIT at an off campus location.

Contractor: a person or company that undertakes a contract to provide materials or labor to perform a service or do a job.

Vendor: an individual or organization who transfers property for sale; merchant; retail dealer; supplier.