

**COLLEGE OF THE HOLY CROSS  
THREAT ASSESSMENT GROUP  
2022 ANNUAL REPORT**

**I. INTRODUCTION**

The primary objective of the Threat Assessment Group (TAG) is to identify instances in which someone may pose a risk of targeted violence to another and then implement a threat management plan to reduce the risk of violence in our community. We work closely with partners across campus, including but not limited to, Public Safety, Title IX, Student Conduct, Human Resources, and Admissions.

Our process relies upon comprehensive threat assessment procedures developed in close consultation with national campus threat assessment consultants, [Ontic](#) (formerly SIGMA) Threat Assessment and Management Consultants. Significantly disruptive and/or threatening behavior are evaluated under these threat assessment procedures, as well as any applicable policy, including but not limited to, the Student Code of Conduct, the Employee Handbook, discrimination and harassment policies, and others. At the same time, we recognize that environments in which community members pay attention to others' social and emotional needs can reduce incidents of violence, and so we also seek opportunities to provide care and support when doing so is appropriate and may mitigate the risk.

**II. SUMMARY OF PROCESS**

When TAG receives a report through [our reporting form](#), [through Ethicspoint](#), or directly via email, we conduct an initial evaluation, based on six screening questions, to determine whether the matter warrants a full threat assessment. If, based on this objective evaluation, we determine the matter warrants a full threat assessment, we will launch a full inquiry, including interviews with all relevant parties, document review, and, when necessary, consultation with our external consultants.

Once our fact-gathering is complete, we will conduct our threat assessment based on the model put forth by Ontic and federal security agencies, including but not limited to, the National Threat Assessment Center, the U.S. Secret Service, and the U.S. Department of Homeland Security. There is a wealth of information available to higher education institutions who are committed to implementing a sustainable, evidence-based model of threat assessment (see, e.g. the [United States' Secret Service](#) and [Homeland Security](#), to name just a few.)

In the overwhelming majority of cases referred to the team, the Threat Assessment Group usually determines that the individual's behavior does not appear to pose a risk of targeted violence but may involve violations of college policy that warrant further review by other offices, such as Student Conduct, Title IX/EO, Academic Affairs, or Human Resources. In these cases, the Threat Assessment Group will refer these cases to the appropriate officials. When the team determines that someone may pose a risk of violence, we work with campus and local resources to mitigate the risk of violence, which may include, but is not limited to restricting the individual's access to the campus and referring the matter to the appropriate law enforcement agencies.

While our threat assessment process serves as a critical tool in helping prevent campus violence, we cannot predict the behavior of any given individual or guarantee anyone's safety. Therefore, each member of this community must consider the steps they should take to protect themselves, including remaining aware of their surroundings, downloading the [Rave Guardian App](#) on their smartphones, undergoing ALICE training through Public Safety, and being familiar with the College's [emergency management procedures](#).

### III. 2021-2022 CASES

In the last academic year, TAG completed 11 threat assessment inquiries. There were 9 student cases and 2 employee cases (faculty and staff).

The 11 cases involved the following primary allegations, although some matters dealt with multiple allegations:

- 3 cases involved reports of sexual violence or threats of sexual violence against specific individuals
- 3 cases involved reports of physical violence or threats of physical violence against specific individuals
- 2 individuals were referred not due to a specific threat or target, but because of their interest in or access to weapons
- 1 case involved a threat to self that caused a substantial disruption to others
- 1 case involved stalking
- 1 case involved aggressive behavior

All 11 cases were screened and 10 were determined to warrant a full inquiry and threat assessment. The other matter was closed without an inquiry.

Within the 10 open matters, 8 individuals were ultimately determined not to pose a threat of violence and were referred to other departments, including Student Conduct, Title IX/EO, Academic Affairs, and Human Resources.

In 1 of the remaining 2 cases, the team did not have enough information to make a determination of whether the individual posed a threat of violence, but determined that no further inquiry was warranted based on the fact the individual had severed all ties with the College.

In the other matter, TAG determined that the individual of concern may pose a threat of violence. This individual was restricted from accessing the campus and referred to the relevant disciplinary proceeding, which resulted in their permanent removal / prohibition from the campus.

### IV. RESOURCES

- Information on the College's Threat Assessment Group is available [here](#).
- As a reminder, you may report concerns at [holycross.edu/report](http://holycross.edu/report) or submit anonymous reports to Ethicspoint, available at [holycross.ethicspoint.com](http://holycross.ethicspoint.com).

- The US Dept of Homeland Security recently issued a bulletin advising organizations of the likelihood that students may have been exposed to multiple risk factors during the COVID-19 pandemic and steps they can take to remain vigilant to these risk factors. This document also contains a number of excellent resources for information interested in threat assessment. See the DHS' [\*Mitigating the Threat of School Violence as the U.S. "Returns to Normal" from the COVID-19 Pandemic and Beyond.\*](#)