

Behavior Evaluation and Threat Assessment

1122.1 PURPOSE AND SCOPE

The purpose of this policy is intended to promote a safe environment for all University of Maryland, Baltimore (UMB) students, faculty, staff, volunteers, visitors, and affiliates.

1122.2 POLICY

It is the policy of the University of Maryland, Baltimore Police Department (UMBPD) to adhere to and support the University's policy regarding a zero tolerance for threats and acts of aggression or violence on campus.

1122.2.1 DEFINITIONS

Aggression - Aggression is the oral or written statement or physical action that intentionally or recklessly creates reasonable fear or apprehension of bodily harm, threat to the safety of another person, or damage to physical property.

BETA Team - BETA is the Behavior Evaluation and Threat Assessment Team, chaired by the Chief of Police or authorized designee and is responsible for evaluations and assessments of complaints/threats of aggression or violent behavior toward a person or property.

Education Records - Education records are records in paper, electronic, photographic and other formats which contain information directly related to a student and are maintained in official files by UMB.

Personnel Records - Personnel records are records in paper, electronic, photographic and other formats which contain information directly related to staff or faculty members and are maintained in official files by UMB.

Possession of a Firearm or Other Weapon - Possession of a firearm or other weapon refers to the carrying of a gun, firearm, ammunition, other weapon or replica of a weapon on campus or at off-campus sites (excluding law enforcement officers).

School Official - A school official is a person employed by UMB in an administrative, supervisory, academic, or research position.

Threat - A threat is an intentional or reckless indication that a person may commit an act of aggression or violence toward a person or thing.

Threatening, Aggressive, or Violent Behavior - Threatening, aggressive, or violent behavior is behavior that is objectively or reasonably perceived by another as a threat, as violence, or as aggression.

University Associates - University Associates refers to students, faculty and staff of UMB on campus and at off-campus sites. This also refers to volunteers, visiting students and scholars, affiliate personnel, and invitees on campus.

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Violence - Violence refers to any intentional or reckless act that causes pain or injury to another person, or damage to property.

1122.3 UNIVERSITY POLICY REGARDING VIOLENT BEHAVIOR

1122.3.1 THREATENING, AGGRESSIVE OR VIOLENT BEHAVIOR

- (a) Threatening, aggressive, or violent behavior by any person toward another person, or toward the campus community will not be tolerated.
- (b) All threatening, aggressive, or violent behavior will be immediately reported to the UMBPD per UMB Policy XI-3.00(A).
- (c) When the behavior is reported to a BETA member, the Employee Assistance Program, the UMB Counseling Center, an appropriate school/department administrator, the Office of the Vice President for Academic Affairs, Employee/Labor Relations - Human Resource Services, or the Office of Student and Employee Health, the UMBPD shall be contacted.
- (d) Nothing in this directive will be interpreted to require the UMBPD or any other law enforcement unit to delay investigations, arrests, or other appropriate law enforcement actions for the protection of University members or the public.

1122.3.2 CONSEQUENCES OF VIOLENT BEHAVIOR

Any University student, faculty, or staff member found responsible for threatening, aggressive or violent behavior will be subject to appropriate administrative and/or disciplinary action up to and including expulsion from school, termination of employment and removal from UMB premises.

1122.3.3 RETALIATION AND FALSE REPORTS

UMB will not condone any form of retaliation against a University student, staff, or faculty member who reports in good faith any threatening, aggressive, or violent behavior. Similarly, UMB will not condone the deliberate filing of false reports of threatening, aggressive, or violent behavior.

1122.4 BEHAVIOR EVALUATION AND THREAT ASSESSMENT TEAM (BETA)

1122.4.1 DUTIES AND COMPOSITION

- (a) The BETA Team coordinates activities responsive to reports of threatening, aggressive or violent behavior.
- (b) The Chief of Police chairs the BETA Team.
- (c) In addition, the BETA Team consists of appointed, standing representatives of the following offices:
 1. Employee/Labor Relations - Human Resource Services;
 2. Employee Assistance Program;
 3. UMB Counseling Center;
 4. Office of the Vice President for Academic Affairs; and

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5. Student and Employee Health Services.
- (d) An attorney from the UMB Office of University Counsel serves as legal advisor to the BETA Team and will involve the Office of the Attorney General of Maryland as necessary. The BETA Team Chair may include a representative from the Office of External Affairs on a case by case basis. The BETA Team Chair may add other representatives on an ad-hoc basis. The BETA Team roster is also posted on the UMB website and other designated places.

1122.4.2 GENERAL PROCEDURES

- (a) University members who have been subject to threatening, aggressive, or violent behavior on or off campus have been advised to report the incident immediately to the UMBPD. If possible, the member should provide a recent photograph of the individual who is perpetrating the threatening, aggressive, or violent behavior.
- (b) All reports and identities of involved University members will be shared with others only on a need-to-know basis.
- (c) Reasonable precautions will be taken to protect victims of, and those reporting the threatening, aggressive, or violent behavior.
- (d) Victims shall be cautioned to take reasonable precautions such as leaving the work location, academic assignment location, class, school, etc., which may reduce risk of exposure to continuing threatening, aggressive, or violent behavior.
- (e) Victims are also encouraged to maintain close communications with the assigned BETA Team liaison.
- (f) Victims are advised to complete the report form that is attached to the University's online version of the BETA Policy (UMB Policy XI-3.00(A)).

1122.4.3 ADMINISTRATIVE AND/OR DISCIPLINARY PROCESS AND CONSEQUENCES

- (a) A University member reported to have committed incidents of threatening, aggressive, or violent behavior may be subject to appropriate administrative and/or disciplinary processes including expulsion of students, termination of faculty appointments, or termination of employment.
- (b) Other administrative and/or disciplinary remedies available to address threatening, aggressive, or violent behavior include, but are not limited to:
 1. Administrative counseling;
 2. Reprimand, suspension, reassignment, or community service;
 3. Withheld or unsatisfactory references or certifications for post-degree training or employment, licensing, and employment-related academic assignments;
 4. Permanent or temporary entry of notations in student, staff, or faculty files;
 5. Denial of, or removal from, UMB-operated or affiliated student housing;
 6. Voluntary or mandatory UMB Counseling Center referral and treatment;
 7. Psychological or psychiatric evaluation;

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8. Unsatisfactory performance evaluation (staff or faculty only); or
9. Denial of pay increase or promotion (staff or faculty only).

(c) Additional sanctions may include arrest and criminal prosecution.

(d) Persons who are not UMB students, faculty or staff who commit incidents of threats, aggression, or violence at the campus will be removed from the campus under authority of the President of the University. In addition, they are subject to arrest and criminal prosecution for unlawful conduct.

1122.5 UMBPD PROCEDURES

1122.5.1 COMPLAINT RECEPTION

- (a) Upon receiving a complaint of a threat of violence, UMBPD officers will investigate the facts to the extent possible, being sensitive to the complainant's needs and to the seriousness of the situation.
- (b) If there is an existing civil protection order or peace order already in place, the investigating officer shall determine whether the suspect has violated the order and respond appropriately as provided by law for such violations.
- (c) A police report will be completed noting the particulars of the complaint as well as a full description of the suspect including a photo if available.
- (d) Complainants will be given a copy of the UMB policy on Behavior Evaluation and Threat Assessment which can be found in the UMB policy library under XI-3.00(A).
- (e) Police officers will suggest temporary modifications to work or class schedules, locations and other operational situations and assist the complainant with contacting the appropriate school official.
- (f) The investigating officer shall obtain contact information from the complainant and remain in contact until the case is turned over to the Investigation Division (ID).
- (g) As soon as reasonably possible and before the end of the shift, CID will be advised that a credible threat of violence has been reported.

1122.5.2 ID FOLLOW-UP

- (a) CID personnel shall immediately upon confirmation that a credible threat of violence has been reported, obtain a copy of the police report and notify the complainant that an investigation is underway.
- (b) The complainant shall be periodically informed of the status of the case during the investigation.
- (c) Upon completion of the investigation, the complainant shall be advised of the sanctions imposed and/or final status of the investigation.

1122.5.3 SUPERVISION

1. Upon receiving a report of a threat of violence, a Patrol Supervisor shall be contacted by the investigating officer and/or the Communications Center.

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2. Should the initial investigation prove the report is credible or likely credible, the Patrol Supervisor shall contact the Deputy Chief through the chain of command and provide an overview of the facts.
3. The Deputy Chief, in consultation with the Chief of Police, shall coordinate the University response with other school officials as required.