



Campus Administrative Policy

Policy Title: Faculty and Staff Threat Assessment and Response Team (FaST)

Policy Number: 4031

Functional Area: Human Resources

Effective: July 1, 2013

Date Last Amended/Reviewed: July 1, 2013

Date Scheduled for Review: July 1, 2020

Supersedes: N/A

Approved by:

Prepared by: Assistant Vice Chancellor for Human Resources

Reviewing Office: Executive Vice Chancellor for Administration and Finance
Senior Vice Chancellor for Administration and Finance

Responsible Officer: Associate Vice Chancellor for Human Resources

Applies to: CU Anschutz Medical Campus
CU Denver Campus

A. Introduction

The CU Denver Campus and CU Anschutz Medical Campus (“the university”) is committed to providing a safe and supportive work environment for all faculty and staff members. This policy establishes a Faculty and Staff Threat Assessment and Response Team to coordinate and formalize the work of departments responsible for such safety and support functions for the campuses, specifically concerning observed

workplace behaviors indicating a faculty or staff member poses a danger to themselves or others.

B. Policy Statement

The university Faculty and Staff Threat Assessment and Response Team is established to make initial determinations that workplace behavior presents a potential danger to the employee or others, the extent of the threat, immediate steps to be executed and by whom. In addition, the team will identify appropriate resources to manage the situation going forward and conduct on-going review and follow-up on cases until concerns are resolved. The team will meet monthly and immediately as needed when there are reported or observed situations requiring assessment and response. The team will also develop a threat assessment scale and a communication plan which will include regular e-mails, meeting with key liaison groups and prominent links on related campus websites, such as Human Resources and the Police Department.

C. Campus Communication

The university Faculty and Staff Threat Assessment and Response Team is a resource for making initial determinations that workplace behavior presents a potential danger to the employee or others, the extent of the threat, immediate steps to be executed and by whom. In addition, the team identifies appropriate resources to manage the situation going forward and conducts on-going review and follow-up on cases until concerns are resolved.

If a faculty or staff member makes a direct threat to themselves or others, find a safe place and call 911. If you observe changes in a faculty or staff member's behavior or appearance or a significant decrease in their job performance, you should refer them to the Faculty and Staff Threat Assessment and Response Team by calling 303-315-0182 or writing FacultyStaff.Assessment@UCDenver.edu.

D. Membership

The Faculty and Staff Threat Assessment and Response Team will be coordinated by the Assistant Vice Chancellor for Human Resources and

will include the Chief of Police for the Anschutz Medical Campus, a representative from the Auraria Police Department, the Managing Senior Associate University Counsel, and a faculty member from each campus with scholarly and applied expertise in workplace behavioral issues. Designees may represent the parties above and additional participants may be invited, based on the location, nature, and severity of a particular case.

E. Related Resources

The Faculty and Staff Threat Assessment and Response Team will coordinate with the Campus Assessment, Response and Evaluation (CARE) Team when students are involved, the Emergency Response Team when cases are related to a campus emergency event and others such as our clinical affiliates and other law enforcement agencies as needed.

The team will identify, communicate, refer, or directly engage resources such as the Colorado Employee Assistance Program (C-SEAP), the Colorado Physician Health Program (CPHP), emergency responders, campus behavioral resources and university benefits providers.

Notes

1. Dates of official enactment and amendments:
July 1, 2013: Adopted
May 8, 2019: Modified
2. History:
May 8, 2019: Modified to reflect a Campus-wide effort to recast and revitalize Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university. Article links, University branding, and formatting updated by the Provost's office.
3. Initial Policy Effective Date: July 1, 2013
4. Cross References/Appendix: N/A