



**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 Denver Campus  
CU Anschutz Medical Campus

**A. INTRODUCTION**

The University of Colorado Denver | Anschutz Medical Campus 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 of Colorado Denver | Anschutz Medical Campus 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 of Colorado Denver | Anschutz Medical Campus 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](mailto: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