



UNIVERSITY of  
**LOUISIANA**  
L A F A Y E T T E

## THREAT ASSESSMENT POLICY

**Policy #** PR.003.1

**Responsible Executive:** President  
Office of General

**Responsible Office:** Counsel

**Originally Issued:** 5/13/2026

**Latest Revision:** 5/13/2026

- I. [Policy Statement](#)
- II. [Purpose of Policy](#)
- III. [Applicability](#)
- IV. [Definitions](#)
- V. [Policy Procedure](#)
- VI. [Enforcement](#)
- VII. [Policy Management](#)
- VIII. [Exclusions](#)
- IX. [Effective Date](#)
- X. [Adoption](#)
- XI. [Appendices, References, and Related Materials](#)
- XII. [Revision History](#)

### I. Policy Statement

The University of Louisiana at Lafayette ("University") is committed to ensuring the safety of all students, faculty, staff, and visitors. This Policy establishes the authority of the Behavioral Intervention Team ("BIT"), outlines the University's implementation of a Threat Assessment plan, and is dedicated to preventing, reducing, and managing Threatening Behavior.

### II. Purpose of Policy

All students, faculty, staff, and visitors are prohibited from engaging in Threatening Behavior while on University property, during a University-sponsored activity or event, or in connection with any University program or service. Examples of such Threatening Behavior include, but are not limited to:

- Physical injury or threats to self or others;
- The use of language or behavior that threatens unlawful physical violence has the effect of provoking others to engage in violence, or causes a reasonable person to fear they will be subjected to bodily harm. Threats can be verbal or nonverbal, and may be communicated orally, in writing, through gestures, or by any other means, including social media and electronic transmission;
- Brandishing or using a weapon in violation of law or University policy;
- Intentionally damaging property; and/or
- Engaging in behavior that provokes violence or substantial disruption

Individuals who present Threatening Behavior may be subject to disciplinary action, in accordance with relevant University policies including the Code of Student Conduct, the Code of Conduct and Ethical

Behavior Policy, and Chapter 12 of the Louisiana Civil Service Handbook, Discipline; Corrective Actions; Separations, or any state or federal regulations.

Additionally, members employed by the University (including, but not limited to, student employees such as teaching assistants, resident assistants, and orientation leaders) must report any Threatening Behavior as pursuant to Section V.A. of this Policy when they become aware of such conduct. University members who must report such conduct may be subject to discipline or corrective action for failing to fulfill this obligation. All students and visitors who are not employed by the University are highly encouraged to report Threatening Behavior to the appropriate University offices as described in this Policy.

#### **A. Purpose of a Threat Assessment Plan and the Behavioral Intervention Team (“BIT”)**

The purpose of establishing a Threat Assessment plan and BIT includes the following:

1. To conduct Threat Assessments using the established NABITA Risk Rubric to evaluate Threatening Behavior;
2. To provide guidance for preventing violence and managing threats;
3. To recommend interventions and support services; and
4. To coordinate with University officials and external agencies as needed.

#### **B. BIT Composition**

The BIT is a multi-disciplinary team composed of the following representatives:

1. Office of General Counsel:
  - a. Executive Director of Institutional Safety & Risk; and
  - b. Chief Legal Affairs Officer and General Counsel.
2. Office of Human Resources:
  - a. Director.
3. University Counseling and Testing Center:
  - a. Director; and
  - b. Assistant Director/SLIDDE Coordinator.
4. University Police Department (“ULPD”):
  - a. Chief of Police;
  - b. Major; and
  - c. Lieutenant.
5. Student Success:
  - a. Dean of Students; and

b. Title IX Coordinator.

BIT members may be modified by the BIT Chairperson on a case-by-case basis.

### C. BIT Jurisdiction

The BIT may receive, evaluate, and act on referrals about any person who may be exhibiting Threatening Behaviors and/or whose behavior may pose a danger to any of the following:

- Members of the University community;
- The University, its operations, and/or its academic processes; and/or
- The surrounding community.

The BIT is authorized to use Threat Assessment best practice procedures to objectively assess any Threatening Behavior and make recommendations to reduce risk.

### D. Retaliation

The University prohibits retaliation against persons who in good faith report violations of this Policy or cooperate in a Threat Assessment. The University also prohibits providing knowingly false or misleading information in a Threat Assessment. Discipline or other action can result from either of these acts in violation of this Policy.

## III. Applicability

The Policy applies to all students, faculty, staff, visitors, contractors and vendors.

## IV. Definitions

1. **Behavioral Intervention Team (“BIT”)**: is a multidisciplinary administrative group formed to address situations that may involve Threatening Behavior. The BIT is comprised of representatives from the offices referenced in Section II.B. herein. The convening BIT Chairperson may appoint additional University representatives to the BIT as needed.
2. **BIT Chairperson**: is the Executive Director of Institutional Safety & Risk.
3. **Campus Security Authorities (“CSA”)**: is the individual or individuals designated by the University to collect data collection for the University’s annual safety and security report required pursuant to the Clery Act.
4. **National Association for Behavioral Intervention and Threat Assessment (“Nabita”) Risk Rubric**: is a standardized, evidence-based tool used by the BIT to objectively assess the potential risk of Threatening Behavior from an individual, allowing them to categorize the severity of the threat and develop appropriate intervention strategies based on the assessed risk level; essentially acting as a structured framework for evaluating concerning behaviors across various situations, to prevent potential harm by identifying individuals who may be at risk of violence or self-harm.
5. **Person-of-Concern (“POC”)**: is a person who may be identified based on Threatening Behavior such as: (a) explicit threats of violence; (b) highly disruptive behavior (e.g., bullying, aggression, intimidation, stalking, etc.); (c) arrests or investigations for violent offenses; and/or (d) repeated pursuit of unrealistic options after being advised otherwise.

6. **Threat Assessment:** is a fact-based process relying primarily on an appraisal of behaviors to identify potentially dangerous or violent situations and address them.
7. **Threatening Behavior:** is any communication or action, including action that is the subject of criminal charges, whether occurring on-campus or off-campus, that indicates that an individual may pose a danger to the safety or well-being of any member of the University community, including the individual engaging in the Threatening Behavior, through acts of violence or other behaviors that may reasonably cause fear of or harm to persons or property or substantially interfere with or disrupt the educational mission of the University. These behaviors may be expressed or communicated orally, visually, in writing, electronically, or through any other means and may be considered threatening regardless of whether a direct threat is expressed or was received by the intended audience or believed by the intended audience.

## V. Policy Procedure

### A. Reporting Procedures

#### 1. Reporting Threatening Behavior

- a. **Emergency Situations:** Any individual who experiences or observes an **IMMEDIATE DANGER/IMMINENT SAFETY CONCERN** on the University’s premises or in a University activity or program should immediately contact ULPD by calling 911.
- b. **Non-Emergency Situations:** Any student, faculty, staff, or visitor can report non-imminent Threatening Behavior by submitting the Threat Assessment Reporting Form, or contacting BIT directly at [safety@louisiana.edu](mailto:safety@louisiana.edu).
- c. **Anonymous Reports:** Individuals may anonymously submit reports of concerns through the University’s third-party services. (i.e., EthicsPoint, RealRecruit-Athletics, UL Shield, and the Office of Human Resources website).

#### 2. Confidentiality & FERPA Compliance

Reports of Threatening Behavior will be taken seriously and will be handled confidentially to the extent possible. All threat reports and BIT records will be handled with discretion and shared only on a need-to-know basis per the Family Educational Rights and Privacy Act (“FERPA”) regulations.

#### 3. Other Reporting Requirements

Reporting violent behaviors to the BIT is in addition to and does not satisfy or supersede other reporting responsibilities according to law or University policy:

- a. The CSA must also report all Clery-qualifying crimes to ULPD.
- b. Individuals must report a reasonable suspicion that a minor has experienced child abuse, neglect, or violent offense to ULPD, Title IX Coordinator, per the University’s Youth Protection Policy.

## **B. Threat Assessment Process**

### **1. Inquiry and Risk Assessment**

Depending on the nature and severity of a report of a POC and/or Threatening Behavior, the BIT Chairperson may convene the BIT, as appropriate, to assess the POC or report of Threatening Behavior and consider and recommend means of intervention. When the BIT Chairperson activates the BIT, BIT will use the NABITA Risk Rubric to guide the assessment. BIT will conduct an individualized and objective fact-based Threat Assessment. BIT is authorized to consult with external professionals as needed. To the extent possible, the Threat Assessment will determine the nature, duration, and severity of the threat, the probability that the potentially threatening injury will occur, and whether reasonable modifications of policies, practices, or procedures will sufficiently mitigate the Threatening Behavior. An individual's observed conduct, actions, and statements will be considered, not mere knowledge or belief that the individual has a mental health condition and/or disability. An individual with a mental health condition and/or disability will not be subjected to an adverse action based on unfounded fears, prejudice, and stereotypes.

BIT will evaluate factors such as:

- a. Level of threat severity (mild, moderate, elevated, critical);
- b. History of violence or self-harm;
- c. Access to means (e.g., weapons, harmful substances);
- d. Context and motivation for the threat; and/or
- e. Stabilizing vs. destabilizing factors in the individual's life.

### **2. Relevant Information**

The BIT may receive and use any relevant information about the behavior of the POC. The BIT may consider information regarding Threatening Behavior both on and off campus. Such information may include, but is not limited to:

- a. Copies of police records and court documents;
- b. Written summaries of information obtained by University personnel from others;
- c. Written statements;
- d. Oral testimony;
- e. Publicly available social media; and
- f. Interviews.

The BIT must have access to student and employee records where necessary and appropriate. Access to student and faculty/staff records must comply with all relevant and applicable state and federal laws, including but not limited to FERPA and the Health Insurance Portability and Accountability Act (HIPAA).

### **3. Intervention and Management**

BIT will recommend management and assistance plans to the appropriate University offices or departments, which may include but not be limited to:

- a. Mandatory mental health evaluations;
- b. Temporary or permanent removal from campus;
- c. Counseling or medical referrals;
- d. Academic or workplace accommodations; and/or
- e. Law enforcement notifications if necessary.

### **4. Monitoring**

The BIT will continue to monitor situations where the BIT or other University departments/offices have imposed safety interventions. The BIT will periodically reassess such situations as needed, including monitoring and assessing time frames and conditions for the return to campus of any person who has been removed from campus as a safety intervention.

### **C. Interim Measures and Emergency Response**

If an imminent danger exists, BIT may recommend that the appropriate University office or department impose immediate measures, including but not limited to:

1. No-contact orders;
2. Interim suspensions;
3. Removal from campus housing, classes, or activities; and/or
4. Emergency law enforcement intervention.

### **D. Decision and Appeals Process**

BIT will issue a recommendation report to the appropriate University official. POCs may appeal interventions under the Code of Student Conduct, the Code of Conduct and Ethical Behavior Policy, or other University policy as deemed appropriate.

### **E. Limitations**

The BIT is only designed to provide expertise, information, recommendations, and referrals to those addressing Threatening Behavior. The BIT is not responsible for handling misconduct cases or disciplining any person who displays Threatening Behavior.

### **F. Ongoing Review and Training**

All permanent members of the BIT must complete annual training (e.g., NABITA-based training) regarding best practices in Threat Assessment and management confidentiality, and other relevant laws and policies. The BIT Chairperson must provide options for annual training and track all Threat Assessment training completed by BIT members.

**VI. Enforcement**

If a student is reported to have committed such behaviors in violation of this Policy, then the student may be subject to discipline under the Code of Student Conduct. The recommended means of intervention can include administrative and disciplinary remedies available under the Code of Student Conduct including but not limited to: (i) interim suspension; (ii) disciplinary probation; (iii) suspension; (iv) removal from University housing; or (v) dismissal.

If a faculty or staff member is reported to have committed such behaviors in violation of this Policy, then the faculty or staff member may be subject to discipline under the Code of Conduct and Ethical Behavior Policy and/or Faculty Handbook. The recommended means of intervention can include administrative and disciplinary remedies available under those policies including (i) temporary leave; (ii) written warning; or (iii) termination.

If an individual who is not a student, faculty, or staff member is reported to have committed such behaviors in violation of this Policy, the individual will be removed from the University’s premises and may be banned from the University’s premises.

In addition to possible internal disciplinary action, such behaviors in violation of this Policy may also be referred to local law enforcement for further criminal action.

**VII. Policy Management**

Upon adoption, the President shall be the Responsible Executive for this Policy in charge of the management of this Policy. The Responsible Officer shall be the Executive Director of Institutional Safety & Risk. The Office of General Counsel is the Responsible Office for this Policy.

**VIII. Exclusions**


Not applicable.

**IX. Effective Date**

This Policy is hereby adopted on 5/13/2026.

**X. Adoption**

This Policy is hereby adopted on this 5/13/2026.

Signed by:  
  
 FF6E97E5E644472...

**Dr. Ramesh Kolluru**  
**President**

**XI. Appendices, References, and Related Materials**

- ✦ Code of Conduct and Ethical Behavior Policy
- ✦ Code of Student Conduct

- ✦ Family Educational Rights and Privacy Act (“FERPA”)
- ✦ [Threat Assessment Reporting Form](#)
- ✦ NABITA Risk Rubric
- ✦ Youth Protection Policy
- ✦ Campus Free Speech Policy
- ✦ Threat Assessment Reporting Form

## **XII. Revision History**

- ✦ Original adoption date of Policy (PR.003.1): 5/13/2026.