

Initial Threat Triage Assessment
Important Information Regarding this Assessment
For Individuals and Businesses

Purpose of this assessment:

This guide is provided by the Blue Ridge Partnership for Workplace Violence Prevention (BRPWVP) as an initial resource for evaluating concerning information/incidents and suggesting appropriate courses-of-action.

This form is intended to serve as a *recommended* guide for determining the most appropriate course-of-action an organization or individual may take upon receiving information concerning a possible threat of violence or harm towards that organization or its employees.

This form is *not* a directive by any person, group, or agency; public or private; and does not assert any legal authority over any party.

The courses-of-action included in this form are not exhaustive, nor are the criteria used to tabulate those *recommended* actions. Regardless of the *recommended* course-of-action indicated throughout this form, if there exists an imminent concern for the safety of any party or an active incident requiring immediate assistance **contact 911 immediately.**

Using this assessment:

Upon receipt of information which could possibly concern the safety of an organization or one of its employees from harm or violence, identify any of the pre-selected criteria on the following page which may apply. If any of those criteria apply to the situation being evaluated refer to the corresponding *suggested* course-of-action for next-step guidance. If multiple criteria apply in more than one category, refer to the category of more serious concern.

Tier 1: Imminent Threat

If **any** criteria apply **immediately dial 911** and request police response.

Threat involved specific language to kill, bomb, burn, shoot, or otherwise cause great harm: ☐

Threatening suspect is currently on-scene and causing disturbance/ escalating volatile behavior: ☐

Threat involved specific use of weapons (guns, knives, bombs, etc.): ☐

Threat involved specific & quickly-approaching timeline for harmful action: ☐

Other threat or action resulting in **immediate** concern for potential harm or violence: ☐

Tier 2: Credible Threat of Physical Harm- Not Imminent

If any criteria apply please contact RVCRP@roanokecountyva.gov.

Multiple **documented** incidents of escalating hostile/violent behaviors within or outside of the workplace, accumulated over a reasonable amount of time: ☐

Concerning writings, internet postings, reported discussions with co-workers/supervisors, and/or other corroborated reports of violent/threatening behavior (bearing some connection to the workplace/employer, co-workers, supervisors/management, or the field/manner/organization of their employment): ☐

Behavior of an employee's spouse or other third party which raises concerns for targeted violence/retaliation towards employee while at the workplace: ☐

Verbalized threat to harm (with violence) the organization, an employee, supervisor/administrator using details beyond flippant/casual/in-jest consideration (account the context in which the statement was made): ☐

Other articulable and/or documented concerns of possible workplace violence the organization is not able to confidently or sufficiently address internally: ☐

Tier 3: Threat of Harm Not Credible/ Threat of Workplace Disruption Only

If **only** these criteria apply incident should be assessed further through organization's internal mechanisms (internal threat assessment team, management/administration, human resources)

Concerning employee attitude or behaviors without indicators of violence or desire to do harm: ☐

Noticeable decline in employee morale or work performance: ☐

Unsubstantiated rumors of anger or hostility towards other employees: ☐

Unsubstantiated rumors or concerns regarding employee's actions/behaviors outside of workplace: ☐

Isolated displays of anger not resulting in harm or threats to harm towards others: ☐

Routine matters of discipline: ☐