

Fair Notice

Student Threat Assessment - Fair Notice for Students

(Fair Notice can be given through letters to parents, brochures, media releases, parent meetings, staff meetings, new student orientation, or all of the above. Schools may also advise students by including a brief "Fair Notice" statement in student "agendas", in assemblies, on the school website, and/or in student meetings.)

What behaviours initiate a student threat assessment?

A student threat assessment will be initiated when behaviours include, but are not limited to serious violence or violence with intent to harm or kill, verbal/written threats to harm/kill others, online threats to harm/kill others, possession of weapons (including replicas), bomb threats and fire setting.

Duty to report

To keep school communities safe and caring, staff, parents, students, and community members must report all threat-related behaviours.

What is a threat?

A threat is an expression of intent to do harm or act out violently against someone or something. Threats may be verbal, written, drawn, posted on the Internet, or made by gesture. Threats must be taken seriously, investigated, and responded to.

What is a Threat Assessment Team?

The school has a Threat Assessment Team that includes the principal(s), counsellor(s), teachers and a member of the police agency.

What is the purpose of a student threat assessment?

The purposes of a student threat assessment are:

- To ensure the safety of students, staff, parents and others.
- To ensure a full understanding of the context of the threat.
- To understand factors contributing to the subject of concern's (SOC) behaviour.
- To be proactive in developing an intervention plan that addresses the emotional and physical safety of the person of concern.
- To promote the emotional and physical safety of all.

What happens in a student threat assessment?

All threat-related behaviour by a student shall be reported to the principal, who will activate the threat assessment process for the initial response. Once the team has been activated, interviews may be held with students, the SOC, parents, and staff to determine the level of risk and develop an appropriate response to the incident. Intervention plans will be developed and shared with parents, staff, and students as required.

Can I refuse to participate in a threat assessment process?

It is important for all parties to engage in the process. However, if for some reason there is a reluctance to participate in the process by the student or parent/caregiver, the threat assessment process will continue in order to promote a safe and caring learning environment.

Collection Notice

The school district is subject to personal information privacy laws and will undertake the collection of this information in compliance with the requirements of such laws, including by limiting collection to information that is relevant and necessary to address a risk or threat and by ensuring that information is collected from publicly available open source social media sites. The school district will not collect information as part of a threat assessment unless there is reason to believe that a risk exists. Information collected as part of a threat assessment may be provided to law enforcement authorities in appropriate circumstances.

Student Threat Assessment (TA) – Fair Notice for Parents

(Insert school/district name) is committed to creating and maintaining school environments in which students, staff, parents/guardians/caregivers, and others feel safe. Schools cannot ignore any threat of violence.

What is a threat?

A threat is an expression of intent to do harm or act out violently against someone or something. Threats may be verbal, written, drawn, posted on the Internet, or made by gesture.

Duty to report

To keep school communities safe and caring, staff, parents/ guardians/caregivers, students, and community members must report all threat-related behaviours to the school principal.

What is the purpose of a student threat assessment?

The purposes of a student threat assessment are:

- To ensure and promote the emotional and physical safety of students, staff, parents, the student making the threat, and others.
- To ensure a full understanding of the context of the threat.
- To understand the factors contributing to the student’s (threat-maker’s) behaviour.
- To be proactive in developing an intervention plan that addresses the emotional and physical safety of the student.
- To promote the emotional and physical safety of all.

What behaviours warrant a Student Threat Assessment to be initiated? A student threat assessment will be initiated for behaviors including, but not limited to:

- Serious violence or violence with intent to harm or kill.
- Indicators of suicidal ideation as it relates to fluidity (both homicidal and suicidal). *Suicide risk-assessment may be required.*
- Verbal/written and direct threats to kill others (“clear, direct and plausible”).
- The use of technology or writings that suggest that the SOC has engaged in threat-related behaviours or has demonstrated unusual interest in other instances of mass casualty attacks.
- Possession of weapons (including replicas).
- Bomb threats (making and/or detonating explosive devices).
- Fire setting.
- Sexual intimidation, extortion, or assault.
- Ongoing issues with bullying behaviours and/or harassment.
- Gang related intimidation and violence.
- Targeted hate incidents motivated by factors including, but not limited to; race, culture, religion, and/or sexual orientation.

What Do Parents and Students Need to Know?

- Any threat must be reported to the school principal.
- Investigation may involve the student services counsellor, the police, or other community agencies.
- Investigation may involve locker or property searches.
- Interviews will be held with the subject of concern and other students or adults who may have information about the threat.
- Parents of students who are directly involved will be notified.
- Threatening behaviour may result in disciplinary action.
- An intervention plan may be developed for the student making the threat and a support plan developed for any individuals targeted by threats.

BEHAVIORAL & DIGITAL THREAT ASSESSMENT MANAGEMENT

APPENDIX

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Generic Fair Notice for Community Agencies

The formal and public signing of a Community Threat Assessment (TA) Protocol is also a way to begin to give “Fair Notice” to clients, patients, students, staff, parents/guardians, community members, etc. who may be impacted by the TA practice. As noted, common programs and integrated services personnel must provide information to those who receive or are affected by their services. They need to let their clients know that they are part of this multi-agency program/initiative. Therefore, every Protocol partner should also take reasonable steps to give Fair Notice within their organizations about the TA process. This may be done through staff meetings, posters, agendas (school), notification through email, announcements uploaded onto agency websites, or as part of the process for obtaining “consent for services”, etc.