

Threat Assessment Services

Dr. Steve Albrecht

One of the country's leading experts on the prevention of workplace and school violence.

DrSteveAlbrecht.com

What is a Threat Assessment?

A threat assessment is a series of investigative processes used to interpret data gathered about a known or anonymous threat maker. Data is collected from a wide variety of sources such as:

- Direct observation by a supervisor or employee
- Personnel records reviews; witness reports from others around the subject
- Review of past behaviors, identifying potential current targets
- Even rumors (that are later verified)

From this assessment, an opinion about the seriousness of a situation is formed. A threat assessment should lead to a series of coordinated, measured—but urgent—responses to potential crisis situations.

Conducting a Threat Assessment

Conducting threat assessments has become both a science and an intuitive art, and has moved away from the limits of profiles, demographic characteristics, or historical statistics. Threat assessment activities underwent a shift from predicting violence—which is not possible—to identifying the related behaviors of concern shown by potential attackers, their targets, and the means and methods for harming those targets during a “window in time.” The concept of threat assessments has taken on a new professionalism, moving beyond the realm of just mental health clinicians or law enforcement and into areas crossing over into the fields of security, human resources, prosecution, corrections, educational facilities, and research.

What is a Crisis Situation?

Examples of Crisis Situations include:

- Threats/ violence towards organization or its employees
- Employee-to-employee bullying
- High-risk employee discipline or terminations
- Student violence
- Domestic violence crossovers with employees
- Threats to organization's facilities
- Cyber threats
- Vexatious litigants



Forming a Threat Assessment Team (TAT)

This has led to the emergence of Threat Assessment Teams (TATs). These groups are also called threat management teams, crisis response teams, or critical incident response teams, and they now populate school districts, college and university campuses, and public-sector agencies ranging from utilities to cities and counties.

TATs need to be formally created and they must be staffed by the organization's safety and security stakeholders. This most often includes representatives from executive management, human resources, security, legal counsel, facilities, IT, communications, safety, and risk management. The team can also benefit from support by local law enforcement commanders, mental health clinicians or Employee Assistance Program (EAP) providers, or labor relations or union representatives.

Value of a Threat Assessment Team (TAT)

A Threat Assessment Team gathers the best advice from the group and then a decision is made. This way not get manipulated into "seeing the ocean through one drinking straw." For example: the police may have strong feelings about making an arrest the threatening employee's manager may want to terminate; and the facilities representative may want to lock the building down. These are all potential solutions and should be put up for group discussion before a final decision is made.

The EIA has negotiated rates for Members to utilize Dr. Steve Albrecht's Threat Assessment Services. He can consult on the creation of New TATs via orientation training, as well as assist with threat and violence risk assessments. Phone, Skype, and group conference calls available.



Contact Dr. Albrecht Today! drstevealbrecht@gmail.com