I. Policy

The purpose of the Threat Assessment and Management Policy is to establish the University of South Carolina’s Threat Management Services (TMS) and TMS’s authority to engage in behavioral threat assessment and management on behalf of the university. The national standard for colleges and universities recommends that all higher education institutions develop and operate a behavioral threat assessment and management process. The University of South Carolina has established TMS to adhere to this component of the national standard.

A. Threat Assessment Team

The University of South Carolina has established Threat Management Service to engage in behavioral threat assessment and management on behalf of the university. TMS functions as a subset of the university’s existing Behavioral Intervention Team (BIT), using the BIT’s existing intake process as well as receiving direct reports of threats and other troubling or disturbing behavior. The membership of TMS includes representatives from the following:

- Student Affairs
- Law Enforcement
- Human Resources
- Academic Affairs
- Employee Relations (Human Resources)
- Counseling Center
- OSJP
- Student Health
- SLED (as needed)

In addition, TMS may involve representative(s) from specific areas or offices -- both for information-gathering and for case management -- as case facts suggest.

B. Oversight Team

In addition to Threat Management Services, the University of South Carolina has established the Threat Management Services Oversight Group to oversee the activities of TMS, be involved in cases where there is a lack of consensus within the TMS
membership, and assist TMS with non-operational (i.e., non-case related) activities that support the threat assessment and management process, such as promoting awareness about TMS and process, identifying additional community resources that can be used for case management, and tracking legal and legislative developments that could impact the university’s threat assessment and management capabilities. The TMS Oversight Group consists of high level representatives from the following areas:

- Student Affairs
- Human Resources
- Law Enforcement
- EOP
- General Counsel

II. Procedure

A. Team Authority and Operations

The University of South Carolina authorizes Threat Management Service to engage in behavioral threat assessment and management efforts on behalf of the university. These efforts include:

1. Identifying persons and situations of concern, to include developing and implementing strategies and materials to help encourage the university community to report threats and other troubling or disturbing behavior exhibited by current or former students, current or former employees, and/or visitors;

2. Gathering information from multiple sources (on campus and outside the institution) regarding the person or situation of concern;

3. Evaluating the information gathered to determine whether the person or situation of concern poses a threat of violence, self-harm, or both;

4. Developing, implementing, and monitoring case management plans to reduce any threat posed, using available resources and requesting the university’s assistance to secure resources where needed.

TMS will develop a set of standard operating procedures to be used in each case TMS handles, to ensure due process as well as consistent use of a systematic process. These operating procedures will be consistent with best practices in campus threat assessment and management. In addition, TMS will develop a mission statement that defines the scope of cases and situations TMS will address and delineates its work from that of the Behavioral Intervention Team. TMS will also engage in an annual review of situations addressed to ensure consistency with its mission statement, as well as engage strategic planning for the coming year.