



3205 VIOLENCE & THREAT ASSESSMENT PROTOCOL

Policy Type: Human Resources Manual
Applies To: All Staff, Students, Visitors
Approved By: LCS Head of Schools
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Revisions:

RESPONSE TO THREAT-MAKING AND WORRISOME BEHAVIOUR

LCS is committed to Grace, Love and Safety by providing a safe, inclusive and supportive environment for all staff, students, families and visitors. This notice is to inform all members of the community that LCS takes all threatening, abusive, intimidating or other harmful behaviours seriously.

WHAT IS A THREAT?

- A threat is an expression of intent to do harm or act out violently against someone or something.
- A threat may be verbal, written, drawn, posted electronically or made by gesture.
- A threat may include any high-risk behaviour such as possession of a weapon.
- A threat may be gang related or using a group to intimidate.

WHAT IS A RISK ASSESSMENT?

- Risk assessment is a process that goes beyond the initial VTRA process. This is a process that looks at a student's history, baseline behaviour, and potential for harming unspecified targets at unspecified times.
- Risk assessment is used when a specific threat has not been made, yet a level of risk exists.

WHAT IS THREAT ASSESSMENT?

- Threat assessment is the process that is followed when a school becomes aware of a threat made against a student, staff member, or the safety of the school building and its occupants.
- When any form of threat is made, a threat assessment team will investigate and appropriately enact the Violent Threat/Risk Assessment (VTRA) Protocol. A VTRA Team is made up of the RCMP, school counsellor and administrators.

WHAT PARENTS AND STUDENTS NEED TO KNOW?

- It is not your responsibility to assess whether or not the student poses a risk or that the threat is valid.
- The only expectation is that the information will be shared with an administrator as soon as possible.
- Investigations may involve the police and/or other community agencies.
- Investigations may involve locker or personal property searches, including personal devices.

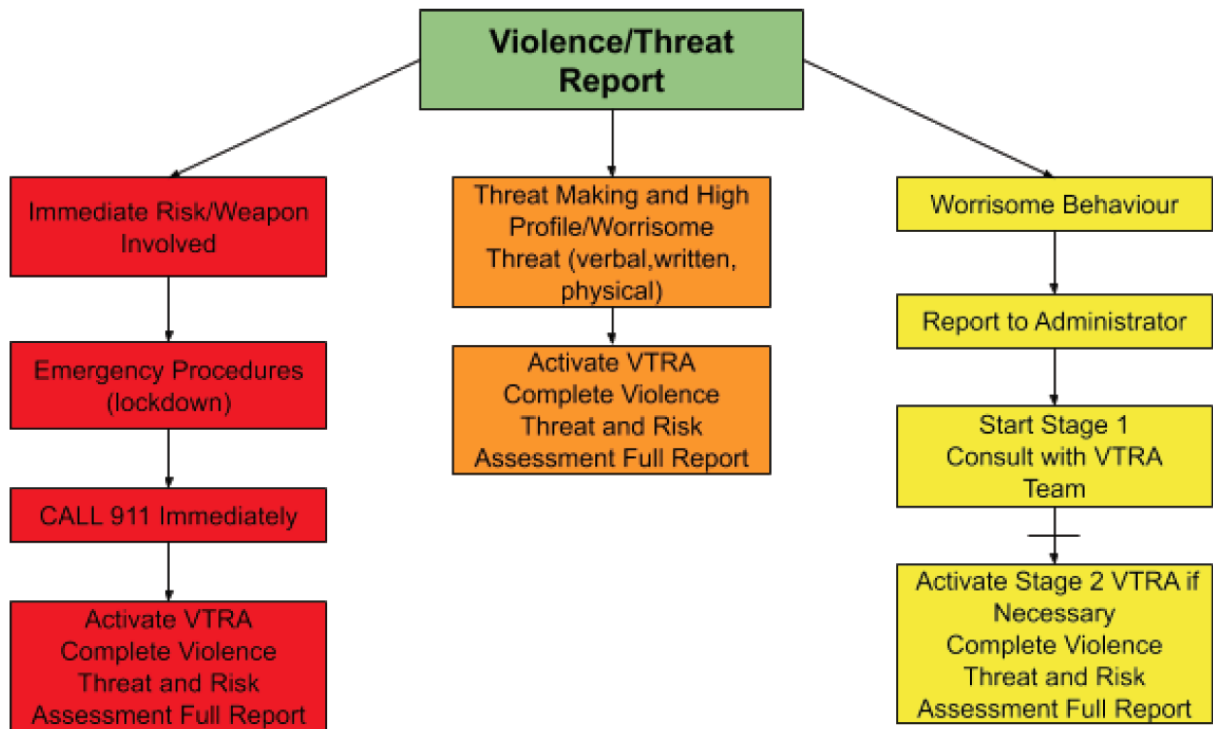
- Interviews will be held with the threat-maker and other students or adults who may have information about the threat.
- Parents of students who are directly involved will be notified.
- Threatening behavior will result in discipline for a student.
- An intervention plan may be developed for the student making the threat and a support plan developed for any individual targeted by threats.

LCS will respond seriously to any communication or behaviour that deliberately degrades, denigrates, labels, stereotypes, incites hatred, slander, prejudice and discrimination towards anyone on the basis of one’s real or perceived sexual or gender orientation, appearance, capacity, disability, ethnicity or religion. This also includes making gestures, publishing or displaying anything that would indicate an intention to discriminate against an individual or group, or expose them to contempt or ridicule.

1. FAIR NOTICE POSTERS

- Administrators are responsible to ensure that current “Fair Notice Posters” are visible in all classrooms and shared spaces
- Administrators are responsible to ensure all staff are aware of their duties and responsibilities
- “Fair Notice Posters” will contain the information listed in the section above under “RESPONSE TO THREAT MAKING AND WORRISOME BEHAVIOUR”

2. (VTRA) VIOLENCE AND THREAT RISK ASSESSMENT PROTOCOL



3. IMMEDIATE RISK

- (a) These situations include armed intruders inside the building or on the periphery who pose a risk to some target or targets.

3.a.1. Threat Making Behaviours: The high-risk behaviours addressed in this protocol include but are not limited to:

- Verbal/written threats to kill or cause grievous bodily harm
- Internet website threats to kill or cause grievous bodily harm
- Possession of weapons (including replicas)
- Bomb threats
- Fire setting at school
- Group related intimidation and violence
- Sexual intimidation or assault

3.a.2. Worrisome Behaviour:

- Worrisome behaviours are those that cause concern for members of the school system and which may indicate that a student is moving toward a greater risk of violent behaviour.
- This would include instances where a student may be engaging in behaviours such as drawing pictures, writing stories in class, or making vague statements that do not, of themselves, constitute "uttering threats" as defined by law but are causing concern for some members of the school community because of their violent content.