

### Threats are made for a variety of Reasons:

- Warning signal;
- Reaction to fear or punishment;
- Demand for attention;
- To taunt or intimidate;
- To punish;
- To manipulate;
- To frighten;
- To terrorize.

### Types of Threats:

**Direct:** identifies a specific act against a specific target and is delivered in a straightforward, clear and explicit manner: *“I am going to bring a gun to school on September 14th and kill Mr. Smith.”*

**Indirect:** tends to be vague, unclear and ambiguous: *“If I wanted to, I could kill everyone at this school.”*

**Veiled:** strongly implies but does not explicitly threaten violence: *“We would be better off without you around anymore.”*

**Conditional:** warns that a violent act will happen unless certain demands are met: *“If you don’t pay me \$10,000, I will kill you tomorrow.”*

**Brandon School Division takes all threat related behaviour seriously. It is important not to underreact or over react. We are committed to ongoing training for staff and students. We all need to work together to ensure that our schools are safe places to learn and work.**



**FAIR NOTICE:** ALL STUDENTS, STAFF AND PARENTS SHOULD BE PROVIDED WITH INFORMATION ABOUT THE PROTOCOL AND PROCEDURES SO THAT “FAIR NOTICE” IS GIVEN THAT VIOLENCE AND THREATS OF VIOLENCE WILL NOT BE TOLERATED WITHIN THE BRANDON SCHOOL DIVISION.

**THIS PUBLICATION IS AVAILABLE IN OTHER FORMATS UPON REQUEST.  
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# Violence Threat Risk Assessment: Fair Notice and Process



*“Accepting the Challenge”*  
[www.bsd.ca](http://www.bsd.ca)

***The Brandon Violence Threat Risk Assessment & Support Community Protocol is based on the belief that early intervention measures by school jurisdictions and community partners will reduce school violence, and support collaborative planning to reduce school violence and ensure safe and caring school communities.***

# VIOLENCE THREAT RISK ASSESSMENT: FAIR NOTICE AND PROCESS

## What behaviours warrant a Violence Threat Risk Assessment to be initiated?

A Violence Threat Risk Assessment will be initiated for behaviours including:

- Serious violence or violence with intent to harm or kill;
- Verbal/written threats to harm or kill others (“clear, direct and plausible”);
- Online threats to harm or kill others;
- Possession of weapons (including replicas);
- Bomb threats (making and/or detonating explosive devices);
- Fire setting;
- Sexual intimidation or assault; and
- Gang related intimidation and violence.

## What is a threat?

A threat is an expression of intent to do harm or act out violently against someone or something. It may be verbal, written, drawn, posted on internet or made by gesture. All threat-related behaviours will be taken seriously and any threats will be assessed safely and rapidly.

## Duty to Report

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

## Duty to Respond

Threats must be taken seriously, investigated and include an appropriate response. The Brandon School Division will not accept a “no response” to a serious threat. Our goal is to respond to threats quickly and in a professional manner, so that we can maintain a safe and caring learning environment.

Each school has a multi-disciplinary Violence Threat Risk Assessment Team. The team includes the school principal and/or vice-principal, school counsellor(s), school resource officer (police), school social worker, and school psychologist. It may also include community resources to offer this commitment and level of support to our school communities and we appreciate the community partners who are participating with us.

It is important for all parties to engage in the Violence Threat Risk Assessment process. If for some reason there is reluctance to participate in the process (by the threat maker or parent/guardian/caregiver) the threat assessment process may continue in order to ensure a safe and caring learning environment for all.



## What is the purpose of a Violence Threat Risk Assessment?

- To ensure the safety of students, staff, parents/guardians/caregivers and others;
- To ensure a full understanding of the context of the threat;
- To begin to understand the factors that contribute to the threat maker’s behaviour;
- To be proactive in developing an intervention and support plan that addresses the emotional and physical safety of the threat maker; and
- To promote emotional and physical safety of all.

## What happens in a Violence Threat Risk Assessment?

- All threat making behaviour(s) by a student (s) or adult(s) is reported to the principal/vice-principal who activates the Brandon School Division’s Violence Threat Risk Assessment protocol;
- Interviews are held with the student(s), the threat maker, parents/guardians/caregivers and staff;
- An investigation determines the level of risk and directs an appropriate response to the incident; and
- Intervention plans are developed and monitored.

