



Threat Assessment Team (TAT) Charter for Western Connecticut State University

Title: **Threat Assessment Team Charter**

Related to: TAT Procedures

Effective Date: August 25, 2025

In today's increasingly complex and unpredictable environment, universities must prioritize the safety and well-being of their campus communities. A dedicated Threat Assessment Team (TAT) is essential for proactively identifying, assessing, and managing potential threats before they escalate into violence or serious harm. By bringing together professionals from diverse disciplines—such as law enforcement, mental health services, student affairs, and others—a university TAT provides a coordinated, evidence-based approach to intervention and prevention. This team not only enhances campus security but also supports individuals in crisis, reinforces institutional accountability, and fosters a culture of care, vigilance, and preparedness.

This charter is established to assist in promoting a safe and secure work and learning environment through the formation of a Threat Assessment Team ("TAT" or "Team"). The TAT shall serve as the WCSU Threat Assessment Team as per C.G.S. 10a-156a.

The University is authorized to create a TAT to identify, assess, and respond to behavior that may reasonably pose a threat of harm to WCSU students, employees, visitors and/or applicants, thereby encouraging an environment of increased safety. The Team should provide a coordinated referral system, a detailed behavioral assessment process, an internal communications structure, an intentional intervention strategy, and a comprehensive monitoring system to allow for follow-up and support. The TAT shall be a multidisciplinary team composed of individuals from various departments of the University to allow for maximal collaboration and coordination of efforts; the President shall appoint TAT members.

The authority of the TAT shall extend to students, employees, visitors, and applicants regarding on- or off-campus behavior that may be deemed to be a legitimate concern and a potential threat of harm to one or more members of the University community.

If the TAT determines that a person's behavior represents an unreasonable risk to one or more members of the University community, it shall recommend action to be taken by WCSU personnel and/or departments with the authority to take immediate emergency action, including, but not limited to, interim suspension for a defined term, the removal of the person from WCSU property, and the issuance of a trespass warning. In accordance with established University procedures, appropriate due process shall be afforded to the affected individuals as soon as practicable. Behavior deemed to be an immediate threat, or an emergency, shall be directly reported to the WCSU Police Department or 9-1-1. Non-emergency concerns shall be reported to WCSU "Say Something" at wcsu.edu/police/say-something.

Individuals performing their roles as members of the TAT are school officials with legitimate educational interests in education records for the purposes of FERPA. As part of a security system plan and in accordance with all applicable laws, all information, meetings, and/or records of the TAT are confidential and exempt from public access or disclosure.

The President will approve procedures associated with the operations of the TAT and will receive regular updates from the TAT Chair(s) about its operations and work.