

Florida State University  
Police Department  
Finance and Administration




The Threat Awareness Team




Florida State University




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The Florida State University has a moral obligation and legal duty to provide a safe workplace for all its employee groups (Faculty, A&P, USPS, OPS) as well as for its student body and guests. To prevent loss of life and injuries, and to limit financial losses and potential legal liability, the University has developed the following guidelines and concomitant procedures to prevent violence from occurring in the workplace.

These guidelines and procedures are not intended to supersede existing statutory law or sections of the Florida Administrative Code (FAC), to be cited subsequently, as those sections pertain to violent acts, sanctions for such acts, due process, and grievance/appeal procedures. At Florida State University there currently exists a comprehensive and uniform effort that: clearly defines violent acts; establishes standard reporting procedures; identifies individuals who shall be responsible for reviewing and assessing violent incidents and the circumstances surrounding them; identifies individuals who shall be responsible for recommending sanctions and other courses of action pertaining to employees or students who have committed or threatened to commit acts of violence on the campus; and develops means to curtail future and potential incidents of violence through training, education, and surveys.

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A Threat Assessment Team (TAT) has been created within the University specifically to consider those situations where a person's behavior(s) indicates that they may be a potential risk to themselves or others. This team reviews behaviors impacting students and employees.

This is a pre-emptive team with a mission of early identification of intervention. The composition of the TAT shall be the following individuals or their designated representatives:

1. Chief, University Police Department
2. Director, EAP (Employee Assistance Program)
3. Director, Employee and Labor Relations Services (HR)
4. Dean of Students (Student Affairs)
5. Dean of the Faculties (Academic Affairs)
6. General Counsel
7. Others as needed and deemed appropriate by above representatives

Employees and Students

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Employees and Students

All University employees and registered students, regardless of position, are responsible for the **immediate** reporting of any acts of violence, potential acts of violence, or threats they have received or witnessed, or have been told that another employee has witnessed or received. Employees and students should also report unusual, harassing, or threatening behaviors, as defined in university operating procedures even though such behaviors may not be in the form of an imminent threat, particularly if these behaviors make one fearful for his or her continued safety. Employees must make such reports regardless of the relationship of the employee to the person who initiated the threat or behavior or committed the act of violence.

Any act of violence or threat of violence that is a violation of Florida criminal law, or any threatening or abusive act that makes one fear for his or her immediate safety, should be immediately reported to the University Police Department.

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The FSU Police Department  
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