NaBITA THREAT ASSESSMENT TOOL

HARM TO SELF **MENTAL & BEHAVIORAL HEALTH** "THF D-SCALE"

abusing)

harm

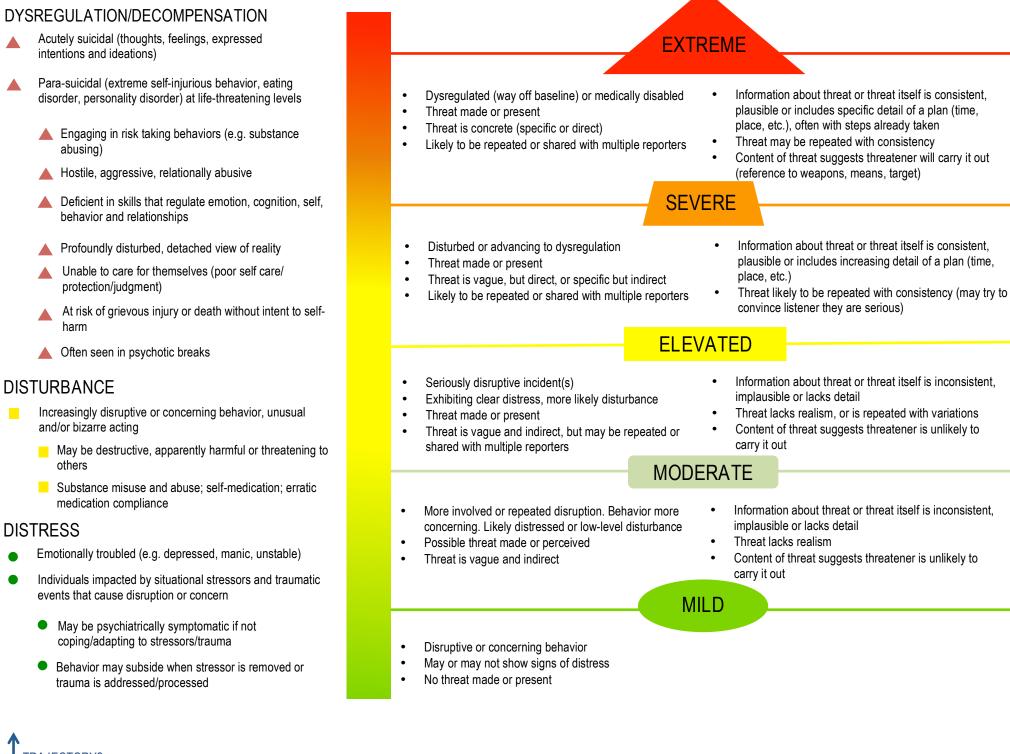
others

DISTRESS

OVERALL &

GENERALIZED RISK RUBRIC

BASELINE



9

8

7

6

5

2

Description: The individual is focused and fixated on destroying the target with no regard for his or her own safety. As long as the opponent is dragged into the abyss as well, even self-destruction is a triumph. This is described as a lose-lose attack where intent of the threatener is to destroy the target and him or herself.

FRAGMENTATION OF THE ENEMY

Description: The individual is ready to destroy the enemy target. The attack may be physical, material, psychological and/or spiritual. There is a desire to tear down the core of the system so it can no longer be rebuilt. There remains some desire for self-preservation during the attack. This is described as a win-lose attack where the individual keeps his or her own life and destroys his target.

LIMITED DESTRUCTIVE BLOWS

Description: Threats are implemented. There is a high level of objectification and depersonalization toward the target. Deceit and lies are championed and used to cause harm to the other party. Damage, while occurring, is limited. Often seen in the form of the acts of an accomplice, the pulled punch, or in the acts of the criminal mastermind who orchestrates harm to others but is not the direct instrument of its delivery.

STRATEGIES OF THREAT

Description: The individual begins to make ultimatums and threats that contain a "do this or else" quality. Might be mere saber rattling, but the individual will attempt to infuse his or her threat with credibility. There are threats of punishment in order to get one's way. Conflict is escalating and may soon turn violent. LOSS OF FACE

Description: The individual creates an outcast of his target and goes on the offense in order to unmask them in the community as a fraud. In an often public effort at undermining, the target is treated as inhuman and past events are viewed with a new, negative perspective.

IMAGES AND COALITIONS

Description: The individual has an image of the target and strives to enlist supporters to the cause, 4 often within the peer, social or work group of the target. The individual only sees what confirms existing beliefs that reinforce a villainized target who now has accusations hurled against him or her. Physical confrontation and conflict enter the mix. no longer just verbal in arguments.

ACTIONS NOT WORDS

3 Description: There is a fundamental lack of trust and increased suspicion of others. The individual assumes negative intentions from others and debate is deadlocked. There is movement toward nonverbal behaviors to express frustration rather than engaging in conversation.

DEBATE AND CONTENTIOUS ARGUMENTS

Description: The individual further filters out any conflicting information and adopts polarizing points of view with others. There is a level of aggression threaded throughout all of the interactions and a sliding into extreme positions. There may be some lingering desire to convince others to his or her point of view, but being right supersedes the facts. Differences become polarizing.

HARDENING 1

Description: The individual begins to selectively attend to his or her environment, filtering out material or information that doesn't line up with his or her beliefs. Stances begin to harden and crystalize. There is some oscillation between cooperative and competitive.

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TRAJECTORY?



HARM TO OTHERS NINE LEVELS OF HOSTILITY AND VIOLENCE

PLUNGING TOGETHER INTO THE ABYSS

TRAJECTORY?

INTERVENTION TOOLS TO ADDRESS RISK AS CLASSIFIED

EXTREME RISK

- Possible confrontation by reporter
- Parental/guardian notification obligatory unless contraindicated
- Evaluate emergency notification to others
- No behavioral contracts
- Interim suspension or paid/unpaid leave if applicable
- Possible liaison with local police to compare red flags
- Too serious for mandated assessment
- Evaluate for medical/psychological transport
- Evaluate for custodial hold
- Initiate voluntary/involuntary medical withdrawal
- Law enforcement response
- Consider eligibility for involuntary commitment

SEVERE RISK

- Possible confrontation by reporter
- Parental/guardian notification obligatory unless contraindicated
- Evaluate emergency notification to others (FERPA/HIPAA/Clery)
- No behavioral contracts
- Recommend interim suspension or paid/unpaid leave
- Possible liaison with local police to compare red flags
- Deploy mandated assessment
- Evaluate for medical/psychological transport
- Evaluate for custodial hold
- Consider voluntary/involuntary medical withdrawal
- Direct threat eligible
- Law enforcement response
- Consider eligibility for involuntary commitment
- SIVRA-35 or other violence risk assessment

ELEVATED RISK

- Meeting/mandated referral by reporter
- Evaluate parental/guardian notification
- Obtain and assess medical/educational and other records
- Consider interim suspension if applicable
- Evaluate for disability services and/or medical referral
- Consider referral or mandated assessment
- SIVRA-35 or other violence risk assessment

MODERATE RISK

- Meeting/soft referral by reporter
- Behavioral contract or treatment plan with student (if at all, only for low-level concerns)
- Student conduct or HR response
- Evaluate for disability services and/or medical referral
- Conflict management, mediation (not if physical/violent), problem-solving

MILD RISK

- Meeting/soft referral by reporter
- Behavioral contract or treatment plan with student or employee (if at all, only for low-level concerns)
- Student conduct or HR response
- Evaluate for disability services and/or medical referral
- Conflict management, mediation, problem-solving



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