



Threat Management Program Governance

Governance is key for Behavioral Threat Assessment and Management (BTAM) in that it standardizes the program and formulates how it'll operate for an organization. While terminology may be different, CPPS utilizes Governance because this document *governs* the Workplace Violence Prevention and Intervention (WVPI) program, implementing the organization's WVPI policy. The ANSI Standard outlines several core components to be addressed within the Governance, which it labels *Incident Management Protocols* and *Protocols to Address Emergencies and Incidents that Generate Heightened Concern*.

"A WVPI program should include a predetermined general protocol by which the Threat Management Team will assess, investigate, manage, and resolve reports made under the organization's WVPI policy. The protocols may address: (1) the personnel who will receive reports, (2) the personnel to conduct an initial data gathering, (3) circumstances in which reports will be managed by the TMT, (4) initial actions the Threat Management Team will consider, (5) coordinating reports made with related policies or processes, (6) criteria for when and how additional investigatory steps will be taken, such as when to engage external expert(s), (7) engaging Law Enforcement, (8) intervention strategies to consider and documentation requirements, (9) lessons learned, and (10) continuous monitoring procedures by the TMT."

Threat Management should not be accomplished in a vacuum, it is part of a holistic WVPI program, and should, therefore, be "tied into" general WVPI prevention programmatic

practices, and procedures for responding to emergencies, like an Active Assailant. The Governance should address each of these considerations.

Key Components of a BTAM Governance Document

A robust Governance document defines how the WVPI program (to include BTAM considerations) will be implemented and managed. It ensures that all personnel understand their roles and responsibilities, and that the organization adheres to the Standards, regulatory requirements, and best practices. At a minimum, a Governance should include:

1. Team Composition, Roles, and Responsibilities - Clearly define who will be part of the Threat Management Team (TMT). Reference the *Multidisciplinary Threat Management Team* section for more information. Each member's role should be explicitly stated to ensure accountability and clarity. If applicable, this section can also define how the overall WVPI program will be managed--what functions will perform the practices required for WVPI in addition to BTAM aspects.
2. Behavioral Threat Assessment and Management - Outlines what BTAM is for the organization, who staff the TMT, what the TMT's responsibilities are, and how the TMT will operate (more on this in item 3).
3. Formalized Threat Management Process - Establish protocols for identifying potential threats (reporting options), including the types of behaviors and indicators to watch for. Outline the procedures for assessing the credibility and seriousness of threats. This should include guidelines for gathering information, conducting interviews, and using threat assessment tools. Provide a framework for developing and implementing intervention strategies. This might include monitoring the individual, engaging with mental health professionals, or involving law enforcement.
4. Documentation and Reporting - Standardize the process for documenting threats and incidents, ensuring that all relevant information is recorded and accessible for future reference. Ensure requirements are clear for maintaining secure records with access only for the TMT. Others may be provided with access on a strictly need-to-know basis.
5. Imminent Emergencies Process - Connect Threat Management activities to how the organization will respond if an emergency were to occur. For example, if an Active Assailant occurs, the Threat Management Team should know how to align its operations with those responsible for managing a crisis.
6. Training - Identify training requirements for the TMT and/or all personnel within the organization. Formulate when training is required and what is required to be addressed within the training. Training should be provided for all personnel at an awareness level, enhanced training for managers and supervisors, and the most detailed training for the TMT. Organizational executives should also receive training commensurate with their role in WVPI for the organization.

7. Program Review and Revision - To ensure a program is properly maintained, procedures and practices should be reviewed on a periodic basis. The Governance should outline these requirements.

Orientation Session with CPPS

Without a plan to adequately address threats that may occur within your organization, serious injury or death, lost productivity, and a host of other impacts could occur. CPPS can provide ease in developing your BTAM program--consider scheduling a 30-minute orientation session with our team. We're not here to just provide a service--we're your partner! We'd be thrilled to share strategies and problem solve with you, provide tailored advice for your organization, and outline concepts for effective WVPI program rollout. [Click here](#) to get started!