



STEPHENS COLLEGE

Violence Risk Assessment (VRA) Procedure for the Equal Opportunity, Harassment and Nondiscrimination Policy

Threat assessment is the process of assessing the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A Violence Risk Assessment (VRA) is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

A VRA occurs in collaboration with the Student Safety Assessment Team (SSAT) and is an on-going process, rather than a singular evaluation or meeting. A VRA is not an evaluation for an involuntary behavioral health hospitalization nor is it a psychological or mental health assessment.

A VRA assesses the risk of actionable violence, often with a focus on targeted/predatory escalations, and is supported by research from the fields of law enforcement, criminology, human resources, and psychology.

When conducting a VRA, the assessors use an evidence-based process consisting of:

1. an appraisal of risk factors that escalate the potential for violence;
2. a determination of stabilizing influences that reduce the risk of violence;
3. a contextual analysis of violence risk by considering environmental circumstances, hopelessness, and suicidality; catalyst events; nature and actionability of threat; fixation and focus on target; grievance collection; and action and time imperative for violence; and
4. the application of intervention and management approaches to reduce the risk of violence.

To assess an individual's level of violence risk, the Title IX Coordinator will initiate the Violence Risk Assessment process through the SSAT. The SST will assign trained individuals to perform the assessment, according to the specific nature of the Title IX case.

The assessors will follow the process for conducting a Violence Risk Assessment as outlined in the SSAT manual and will rely on a consistent, research-based, reliable system that allows for the operationalization of the risk levels.

Some examples of formalized approaches to the VRA process include: The NaBITA Risk Rubric,¹ The Structured Interview for Violence Risk Assessment (SIVRA-35),² The Extremist Risk Intervention Scale (ERIS),³ Looking Glass,⁴ Workplace Assessment of Violence Risk (WAVR-21),⁵ Historical Clinical Risk Management (HCR-20),⁶ and MOSAIC.⁷

The VRA is conducted independently from the Title IX process, free from outcome pressure, but is informed by it. The individuals conducting the assessment will be trained to mitigate any bias and provide the analysis and findings in a fair and equitable manner.

The SSAT conducts the VRA process and makes a recommendation to the Title IX Coordinator as to whether the VRA indicates there is a substantial, compelling, and/or immediate risk to health and/or safety of an individual or the community.

¹ www.nabita.org/tools

² www.nabita.org/resources/assessment-tools/sivra-35/

³ www.nabita.org/resources/assessment-tools/eris/

⁴ www.nabita.org/looking-glass

⁵ www.wavr21.com

⁶ hcr-20.com

⁷ www.mosaicmethod.com