

# Faculty/Staff Threat Assessment Team

Illinois State University is committed to providing a safe and secure environment for all faculty and staff. The Faculty/Staff Threat Assessment Team has been established to administer a proactive, coordinated and planned approach to the identification, assessment, management and reduction of disruptive or threatening behaviors that may impede our employees' ability to function successfully or safely.

Purpose: To identify, monitor, and, when deemed necessary, recommend appropriate interventions for Illinois State University faculty and staff who display threatening and/or dangerous patterns of behavior. Such behaviors include, but not limited to:

- suggesting intent to harm self or others
- creating disruptions in the work environment
- intimidating other faculty, staff, and/or students
- stalking or following someone with the intent to harass, intimidate, harm, or cause other malicious activity acting in frightening or threatening manner

## Team Membership (Faculty and AP Positions)

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- Assistant Vice President for HR, Chair
- Director of Labor/Employee Relations
- ISU Chief of Police
- Assistant Vice President, Academic Admin.
- Supervisory personnel as appropriate

## Team Membership (Civil Service Positions)

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- Assistant Vice President for HR, Chair
- Director of Labor/Employee Relations
- ISU Chief of Police
- Labor Relations Specialist(s)
- Supervisory personnel as appropriate

Team Responsibilities: Due to the infrequency of faculty and staff issues, the FSTAT meets on an as needed basis. Team members may request a meeting whenever a new issue is brought to his/her attention. Meetings will be convened and facilitated by the Assistant Vice President for Human Resources or designee. FSTAT members are expected to share information, within limits under federal and state law, about faculty and staff who display threatening and/or dangerous behavior. Intervention by the FSTAT does not preclude referral to Human Resources (discipline and/or employment accommodations), Employee Assistance through group insurance providers (mental health), and/or other University or community services. FSTAT shall not interfere with processes already in progress to address concerning behaviors.

The FSTAT tracks and monitors faculty and staff who display threatening and/or potentially dangerous behavior. Such information is shared with other members of the Team within limits under federal and state law. Faculty and staff privacy is protected as appropriate for the circumstances and in compliance with federal and state law.

## Protocol:

1. Issue/concern is identified by or reported to FSTAT member by email, phone or in person.

2. FSTAT member contacts Chair or his/her designee for appropriate investigation and follow up to get the most accurate and complete information.
3. Chair or his/her designee assesses report to determine behaviors of concern.
4. Unless immediate action is required, the report is added to FSTAT database, maintained by the FSTAT Chair or his/her designee.
5. Chair or his/her designee initiates a meeting if necessary. Chair or his/her designee contacts and extends a meeting invitation to the supervisor or major area administrator depending on the circumstances.
6. FSTAT meets or otherwise consults with one another to discuss the issues and recommends a response or action to address these issues (i.e. monitor situation, discipline, discharge, medical leave of absence, treatment, etc.). Normal processes are followed to implement FSTAT recommendation(s).
7. Meeting outcome/response is recorded in the FSTAT database.
8. Point person is identified to monitor the situation.
9. Point person provides regular updates to FSTAT chair or designee until the issue is resolved.
10. Return to step 3 until issue is resolved.

## Access to University and Community Resources for Help:

Illinois State University either provides the following services or has agreements in place for the following agencies to provide services to students, faculty and staff. Charges may apply depending upon the agency providing the service.

### Mental Health Services

Center for Human Services (Bloomington)	<a href="http://mcchs.org/">http://mcchs.org/</a>	(309) 827-5351
Advocate BroMenn Medical Center- Mental Health Unit	<a href="http://www.advocatehealth.com/bromenn/body_noFAD.cfm?id=61">http://www.advocatehealth.com/bromenn/body_noFAD.cfm?id=61</a>	(309) 268-5747
PATH Crisis Center (Bloomington)	<a href="http://pathcrisis.org/">http://pathcrisis.org/</a>	(800) 570- 7284
Magellan Behavioral Health/Employee Assistance Program	<a href="http://www.MagellanHealth.com/member">http://www.MagellanHealth.com/member</a>	(866) 659-3848

### Employee Assistance (through group insurance providers)

Health Alliance	<a href="http://www.heathalliance.org">www.heathalliance.org</a>	(800) 851-3379
HealthLink	<a href="http://www.healthlink.com">www.healthlink.com</a>	(800) 264-2356
Humana Health	<a href="http://stateofil.humana.com">http://stateofil.humana.com</a>	(866) 427-7478
Quality Care Health Plan	<a href="http://provider.healthcare.cigna.com/soi.html">http://provider.healthcare.cigna.com/soi.html</a>	(800) 962-0051
For all other health plans not listed, please go to: <a href="http://www.state.il.us/cms/3_servicese_ben_choice/choice_admindir.htm">http://www.state.il.us/cms/3_servicese_ben_choice/choice_admindir.htm</a>		

### Medical Services

Advocate BroMenn Medical Center	<a href="http://www.advocatehealth.com/bromenn/">http://www.advocatehealth.com/bromenn/</a>	(309) 454-1400
OSF St. Joseph Medical Center (Bloomington)	<a href="http://www.osfstjoseph.org/">http://www.osfstjoseph.org/</a>	(309) 662-3311

### Police Agencies

Illinois State University Police Department	<a href="http://www.police.ilstu.edu/">http://www.police.ilstu.edu/</a>	(309) 438-8631
Normal Police Department	<a href="http://npd.org/">http://npd.org/</a>	(309) 888-5030
Bloomington Police Department	<a href="http://www.cityblm.org/department.asp?dep_id=2759&amp;menuid=2834">http://www.cityblm.org/department.asp?dep_id=2759&amp;menuid=2834</a>	(309) 434-2700
McLean County Sheriff's Department	<a href="http://www.mcleancountyil.gov/sheriff/">http://www.mcleancountyil.gov/sheriff/</a>	(309) 888-5019

### Fire and Ambulance Service

Normal Fire Department	<a href="http://www.normal.org/Gov/Fire/index.asp">http://www.normal.org/Gov/Fire/index.asp</a>	(309) 454-9689
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