

**College of the Holy Cross
Threat Assessment Group
Annual Report (2022-2023 Academic Year)**

Description of Process

The Threat Assessment Group at Holy Cross College is responsible for evaluating reports of concerning behavior, assessing risk, and managing threats to promote safety throughout the community. Our team is made up of experienced practitioners who work together to identify and respond to potential threats. Our goal is to identify individuals who might be on the pathway to violence, to work with them to address underlying problems, and then move them away from thoughts or plans of violence.

The core members of the Holy Cross College Threat Assessment Group are Denielle Burl, Chief Risk and Compliance Officer; Chief Shawn de Jong, Director of Public Safety; and Paul Galvinhill, Director of the Counseling Center. Each member brings a unique set of skills and experience to the group, and together, they form the core team that conducts the initial assessment of reports. Depending on the nature of the report, the core team will consult with representatives from other areas of the college, such as Human Resources, Student Affairs, or the Academic Dean's office.

Our threat assessment process is based on the model put forth by the Department of Homeland Security and the United States Secret Service, as outlined in their guide, "[Enhancing School Safety Using a Threat Assessment Model](#)." We have adapted these policies to our educational environment with the assistance of threat assessment consultants, including Ontic (formerly SIGMA Threat Assessment and Management Consultants). We update these policies on an annual basis to ensure that we are incorporating the lessons learned from the previous year.

The threat assessment process involves gathering information, evaluating the potential threat, and developing a management plan. We utilize a multi-disciplinary approach that takes into account factors such as the individual's history, behavior, and motivations. We also consider the potential impact on the community and any previous incidents that may be relevant.

Review of 2022-2023 Cases

III. 2021-2022 CASES

In the last academic year, TAG completed 9 threat assessment inquiries. There were 6 student cases and 3 employee cases.

Of those nine cases,

- Four involved allegations of erratic behavior;
- Two involved allegations of stalking;
- Two involves allegations of violent behavior; and
- One involved an allegation of isolating behavior with an interest in weapons.

The nine cases were screened and seven were determined to warrant a full inquiry and threat assessment. Of those cases, five individuals were ultimately determined not to pose a threat of violence and were referred to other departments, including Student Conduct, Title IX/EO, Academic Affairs, and Human Resources. One matter remains under investigation. Finally, one individual was found to have engaged in concerning behavior and was removed from campus. TAG continues to monitor any information around this case.

IV. RESOURCES

- Information on the College's Threat Assessment Group is available [here](#).
- As a reminder, you may report concerns at holycross.edu/report or submit anonymous reports to Ethicspoint at holycross.ethicspoint.com. You may also contact any of the core members directly to report a concern.

Please note that the Threat Assessment Group is not for emergencies. If someone poses an imminent risk to themselves or others, please call Public Safety's emergency line at (508) 793-2222 if on campus and 9-1-1 if off-campus.