

BTAM Process

- **Identify** subjects/situations causing concern
- **Inquire/Investigate:** Gather information
- **Assess** case contextually
- **Manage** case holistically & longitudinally

Pathway to Violence

- Grievance
 - Ideation
 - Planning
 - Preparation
 - Implementation
- © Calhoun & Weston (2003)*

Subject Affiliation (General)

Type 1: Unaffiliated (criminal intent)

Type 2: Customer/Client

Type 3: Employee

Type 4: Personal Relationship

© Above per OSHA

Type 5: Unaffiliated (no other criminal intent)

© Deisinger (2010)

Targets

- People
- Places
- Programs
- Processes
- Philosophies
- Proxies

© Deisinger (2016)

Target Selection

- Desirability
 - Availability
 - Vulnerability
- © FBI (2017)*

Proximal Warning Behaviors

- Pathway (++)
- Fixation (*)
- Identification (++)
- Last Resort (++)
- Novel Aggression
- Energy Burst (+)
- Leakage
- Directly Communicated Threat (-)

© Meloy, Hoffmann, et al 2011

JACA

- J** Justification
- A** Alternatives, lack of perceived
- C** Consequences, lack of concern / Martyrdom
- A** Ability, perceived (self-efficacy)

© DeBecker (1997); The Gift of Fear

Domains of Assessment/Intervention

- S** Subject
 - T** Target (and others affected)
 - E** Environmental/Systemic Factors
 - P** Precipitating Events
- © Deisinger (1995); © Deisinger & Nolan (2021)*

Preparation Components

- M** Means
 - M** Method
 - O** Opportunity
 - P** Proximity
- © Deisinger (2005)*

Subject Affiliation (Academic)

- Students: Current, Former, Prospective
 - Staff: Current, Former, Prospective
 - Indirectly Affiliated
 - Relational Violence
 - Contractors/Vendors
 - Non-Affiliated
- © Drysdale et al. (2010). Campus Attacks*

Grievances

- Personal
- Political
- Religious
- Racial/Ethnic
- Environmental
- Special Interest

© FBI (2017)

Motivations

- Justice
- Revenge
- Notoriety
- Despair/desperation
- Death
- Martyrdom

Affective Violence

- Emotional expression
- Reactive/immediate
- Response to threat
- High/diffuse awareness
- Goal: Reduce threat
- Emotional/defensive
- Rapid displacement
- Time limited

© Meloy (2006)

Predatory Violence

- Minimal emotionality
- Planned/purposeful
- Specified targets
- High/focused awareness
- Varied goals
- Cognitive/goal oriented
- Minimal displacement
- Not time limited

Protective Factors

- P Positive personal attachments
- R Remorse is genuine
- O Obeys limits
- T Takes sanctioned actions on grievances
- E Enjoys life and freedom
- C Coping skills are positive
- T Treatment compliance

© *Meloy and White: WAVR-21*

Threatening Communications

- Leakage: grievance, intent, plans, preparation
- Pattern indicating escalation pertinent to grievance
- Intensity of Effort:
 - Frequency or duration of contact
 - Multiple means of contact
 - Target dispersion
- Intensity of Focus upon target / grievance
- Pathway behaviors
 - Intent or justification for violence
 - Planning or preparation
 - Diminishing alternatives

© *Scalora (2014)*

Triage, Screening & Assessment:

- S** Is **Subject** engaging in behavior(s) causing concerns for violence, significant disruption or need for assistance?
- T** Are **Targets** (or others) concerned, impacted, vulnerable, taking protective actions, or need assistance??
- E** Are there significant **Environmental/systemic** issues impacting the situation?
- P** Are there reasonably foreseeable **Precipitating events** that may impact the situation?
- +** Are there identifiable actions to mitigate concerns, that are purview of BTAM Team?

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Case Priority / Level of Concern

Priority 1 (Critical) – Subject exhibits intent/high likelihood, capability and poses immediate or imminent threat of serious harm to self or others. Target(s) are vulnerable and typically have high support needs. Environmental/systemic factors & Precipitating events usually present. Requires immediate law enforcement, security, and management notification & action (e.g., subject intervention, mitigation & containment; activation of crisis response & emergency notification protocols; increased security; target notification, protection, and safety & support planning; etc.). Conduct ongoing assessment and case management with active monitoring.

Priority 2 (High) – Subject poses or may reasonably pose (e.g., is rapidly developing capability) a threat of serious harm to self or others; and/or is in urgent need of intervention/assistance. Target(s) are vulnerable and/or have elevated support needs. Environmental/systemic factors & Precipitating events are often present. Requires law enforcement, security, and management notification & actions as needed (e.g., subject intervention/mitigation; activation of crisis response protocols; target notification, safety and/or support planning; etc.). Address Environmental/systemic factors and Precipitating events as needed. Make referrals and coordinate with other resources as appropriate. Conduct ongoing assessment and case management with active monitoring.

Priority 3 (Moderate) – Subject not reasonably believed to pose a threat of serious harm to self or others though risk cannot be ruled out. Subject may be developing capability for harm and/or engaging in disruptive or concerning behaviors that indicate need for intervention. Target(s) may have vulnerabilities and/or support needs. Environmental/systemic & precipitating factors may be present. Consider law enforcement, security, and management notification & actions as appropriate. Requires Subject support or mitigation plan and Target safety & support planning. Address any Environmental/systemic factors and Precipitating events. Make referrals to other resources as appropriate. Conduct ongoing assessment and case management with active monitoring.

Priority 4 (Low) – Subject does not indicate a threat of harm to self or others; but is exhibiting concerning behaviors that may benefit from intervention and/or assistance. Target(s) may have minor vulnerabilities, concerns, and/or needs. Environmental/systemic factors or Precipitating events may be present at low levels. Facilitate Subject intervention or assistance and Target safety & support planning as needed for concerns within BTAM mission. Address Environmental/systemic factors and Precipitating events as needed. Make referrals as appropriate. Conduct ongoing assessment and case management with active monitoring or passive monitoring as appropriate. Close case if no BTAM concerns or actions are indicated.

Priority 5 (No Identified Concerns) – Subject does not pose threat of harm to self or others or indicate need for BTAM assistance or intervention. There are no known targets indicating vulnerabilities or needs, nor any Environmental/systemic factors or identifiable Precipitating events that need BTAM involvement. Close case.

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