

Policy History
Policy No. SR2
Approving Jurisdiction: President
Administrative Responsibility: President
Effective Date: August 29, 2025

Threat Assessment Team (TAT) Policy

A. CONTEXT AND PURPOSE

This policy and its related procedures support Kwantlen Polytechnic University's commitment to providing a safe learning and working environment for University Members. The Threat Assessment Team (TAT) is a multi-disciplinary team that has been established to identify, assess, manage, and prevent Threats/Violence (i.e., actual, attempted or threatened harm to others, to self, or to the University) to the University community. The TAT will collaborate with various internal and external parties.

B. SCOPE AND LIMITS

1. This policy and its related procedures apply to all University Members. This policy and its related procedures applies to any Threats/Violence towards University Members or that occurs on University Property or at a University Activity, including but not limited to Digital Space and Cyberspace (collectively the University Community).
2. This policy and its related procedures address how the TAT will identify, assess, manage, and prevent Threats/Violence to the University Community. Nothing in this policy or its related procedures precludes an individual(s) from seeking recourse through criminal or civil proceedings at any time.

C. STATEMENT OF POLICY PRINCIPLES

1. The University has an obligation to ensure a safe environment for working, learning and other University Activities engaged in by University Members by identifying, assessing, managing, and preventing any experienced, witnessed or suspected Threats/Violence to the University Community.
2. The University is committed to integrating trauma-informed practices into its threat assessment processes/practices.

3. University Members have an obligation to report any experienced, witnessed or suspected Threats/Violence to the University Community in a timely manner.
4. Activities under SR2 policy and procedures may involve the collection of Personal Information for the purpose of identifying, assessing, managing and preventing Threats/Violence. Personal Information is collected, used, managed, disclosed, and protected in accordance with the Freedom of Information and Protection of Privacy Act of BC ("FIPPA") and related KPU policies.
5. All matters arising under this policy and its related procedures will be dealt with in a supportive, fair, and timely manner.
6. Impacted University Members will be offered support through the TAT process.
7. The University will ensure the TAT has resources for relevant education and training for team members.
8. The University will provide education and training about the TAT that increases the awareness and effectiveness of TAT procedures to enhance campus safety.
9. The University will collaborate with relevant University Members and applicable Community Partners/Service Providers to identify, assess, manage, and prevent Threats/Violence to the University Community.

D. DEFINITIONS

Refer to Section A of SR2 Threat Assessment Team (TAT) Procedure for a list of definitions in support of this Policy.

E. RELATED POLICIES & LEGISLATION

BCGEU Collective Agreement

KFA Collective Agreement

Workers Compensation Act, RSBC 2019, c. 1

Occupational Health and Safety Regulation, B.C. Reg. 296/97

Freedom of Information and Protection of Privacy Act, RSBC 1996, c.165

SR7 Occupational Health and Safety

SR8 Emergency Response to Inappropriate, Disruptive or Threatening Behaviour

SR9 Violence in the Workplace

SR14 Sexual Violence and Misconduct

ST7 Student Conduct (Non-Academic)

F. RELATED PROCEDURES

SR2 Threat Assessment Team (TAT) Procedure