

# Reflections on CODEBLACK

Peter Hendriks

The Australian National University

# the conclusion first

- There is a clear need for an inter-disciplinary threat assessment and management team involving all areas of the organisation.

# assessment vs investigation

- threat assessment: determine the likely risk posed by a threat (risk of harm—psychical or psychological)
- investigation: determine if something is likely to have occurred and if so, what

# behavioural risk management

- little recognition of the risk of aggression and violence at organisational level
- management has to be at an organisational level
- complex nature of behavioural aggression and violence risk—not well understood
- need to identify how the organisation responds

# risk framework

- ties together policies, teams, and departments to address the risk
- controls and treatment for managing the risk are key to the framework

# threat management process

- screening
- intake
- triage
- assessments
- case management
- case review
- case closure

# screening

- emergency—emergency services
- problem behaviour but not an emergency—triage

# intake

- collection of information on the person of concern in other areas of the university
  - prior reports of concerning behaviour
  - email communications
  - academic performance
  - records of attendance at counselling services
  - information from social media or online profiles~



# triage

- determine the risk to others
- the risk of targeted violence
- the risk to self
- determine resource allocation and next steps

# assessment

- collect information to inform the assessment to determine level of risk
  - general violence risk
  - targeted violence risk
  - recidivism
  - escalation along aggression continuum
  - risk of litigious behaviour, querulous mental state
  - stalking risk
  - deliberate self-harm and suicide risk

# management

- aim to prevent the occurrence of violence and threatening acts
- minimise injuries, fear, and trauma
- educate, inform, and build skills in all parties so they are better equipped to deal with current and future situations

# case review

- be prepared to review as the case evolves
  - when interventions fail/succeed
  - when those targeted present complications
  - as new information comes to light
  - focus on behaviour not characteristics
- re-assess the risks as new information emerges

# case closure and record

- closure occurs when the team has determined that the person of concern no longer poses an unacceptable risk
- record the case and be prepared to re-open as necessary