

## List of Actions UVA Has Taken Since November 2022

### Office of Threat Assessment (OTA)

- An Office of Threat Assessment (OTA) was established to more effectively lead the Violence Prevention Committee (VPC) and Threat Assessment Team (TAT).
- University Police assigned a dedicated officer liaison to the OTA.
- [OTA hired full and part-time](#), dedicated resources to assist the Director of Threat Assessment including:
  - A licensed forensic psychologist who serve as the OTA's Associate Director.
  - A licensed clinical psychologist who serves as the Assistant Director.
  - Two Response Specialists: one is a clinical social worker and the other has a significant law enforcement background.
- OTA ensures case assessment and critical TAT recommendations are executed by subject matter experts in behavioral threat assessment and management.
- OTA granted greater involvement in the registration and reenrollment processes relating to students who pose a serious concern.

### Violence Prevention Committee (VPC) and Threat Assessment Team (TAT)

- Added Housing and Resident Life (HRL) staff to the TAT.
- Modified [HRM-028](#) (Preventing and Addressing Threats or Acts of Violence):
  - Better differentiate the activities of the Violence Prevention Committee (VPC) and Threat Assessment Team (TAT).
  - Simplify reporting and refine the definition of Violent and Threatening Behavior.
  - Create an 'Investigative Placement Status' to manage articulable and significant threats, to prompt or require an interview with OTA, and/or implement other means of intervention.
- Modified [PRM-018](#) (Issuance of Trespass Warnings) and [STAF-003](#) (Students' Rights and Responsibilities) to address intersections for and expedite removal of students living on Grounds the subject of a TAT case.
  - Trespass Warnings will be issued to students by University Police when conduct threatens the health and safety of others. The student must also be considered for interim suspension status based on the allegation.
  - For students receiving a Trespass Warning and are living in on-Grounds housing, their dormitory space access is revoked, and University Police and Housing Residence Life will remain on site while the property is being vacated.
  - A student's appeal of an interim suspension and Trespass Warning must be reviewed by the Vice President of Student Affairs and the Associate Vice President for Safety and Security, or their designee(s).
- Modified the TAT Standard Operating Procedure to include the following:
  - University Police will immediately investigate if a firearm is reported to be on Grounds or in the possession of someone who lives on Grounds; and provide updates to OTA to initiate an expedited TAT meeting.

- Provides an operational definition for articulable and significant threats.
- Describes the required reporting for cases involving articulable and significant threats to law enforcement and the Commonwealth's Attorney within 24 hours of the determination.
- Updated the [TAT website](#) and added [FAQs](#).
- Developed a 6-minute training video on the [Threat Assessment Process](#) available to students, employees, and the community.
- Worked with Student Affairs to require [Active Attacker Response](#) training for all students.
- [Active Attacker Response](#) training is available to all employees and members of the community.
- Hosted training on Virginia Red Flag Laws with the Johns Hopkins Center for Gun Violence Solutions.
- Hosted multiple threat assessment trainings by nationally recognized subject matter experts.
- Continued participation in national, accredited threat assessment organizations and trainings.

### **Care and Support Services (CASS)**

- Formerly known as the Student Safety and Support (SSS) unit, [Care and Support Services](#) was realigned and placed within [Student Health and Wellness](#).
- Expanded dedicated resources and capacity to include more staff:
  - Three Case Managers
  - Two Assistant Deans
  - One Program Coordinator
- Maintains representation on the Threat Assessment Team (TAT).
- Conducts weekly meetings with the Care and Intervention Team to discuss, review, and triage student concerns. In appropriate instances, the triage effort results in referral of student cases to the TAT. The Care and Intervention Team includes representatives from CASS, PACE, [Counseling and Psychological Services \(CAPS\)](#), [Housing and Residence Life \(HRL\)](#), [Student Disability Access Center \(SDAC\)](#), [Office of African American Affairs \(OAAA\)](#), [Multicultural Student Services \(MSS\)](#), [Fraternity and Sorority Life \(FSL\)](#), and the [Office of Threat Assessment \(OTA\)](#).
- Manages the [CASS on Call](#) (formerly the Dean on Call) program to provide mechanisms and practices for after-hours support for students in crisis. The program is aligned with the Housing and Residence Life (HRL) Response Team.
- Streamlined practices and protocols to enhance its administrative functions. Also actively engaged in outreach efforts to increase awareness and use of CASS resources for students, University partners, and other stakeholders.

### **Policy, Accountability, and Critical Events (PACE) Unit**

- Emerging from reorganization efforts within the Student Affairs Division, the Policy and Judicial Affairs area was established in Fall 2022, and then transitioned to become [the Policy, Accountability and Critical Events \(PACE\)](#) unit in January 2024. The PACE unit was established, in part, to support the University's

processes and procedures associated with student conduct accountability including interim suspensions, [Contributory Health Impairments \(CHI\)](#), disciplinary clearances, arrest disclosures, hazing investigations, and [Title IX](#) appeals. Prior to being established, many of the unit's accountability responsibilities were handled within Care and Support Services (CASS) and the Office of the Dean of Students.

- Expanded dedicated resources and capacity of PACE to a team of five full-time staff members, led by an Associate Vice President of Student Affairs.
- Provides advising and support for the student-run [Honor Committee](#) and [Judiciary Committees](#), which have agency authority from the [Board of Visitors](#) to investigate and adjudicate allegations of student misconduct.
- Maintains representation on the TAT, and coordinates closely with institutional partners (e.g., CASS, Fraternity & Sorority Life, Student Engagement, Student Health & Wellness, and others) for student issues that may necessitate disciplinary action.
- Conducts weekly meetings to triage new cases and provides progress reports on existing cases.
- Established a unit [website](#) and adopted a mission statement and strategic goals.
- Apart from the accountability function, PACE also manages policy and compliance work for the Student Affairs Division as well as planning and response for critical incidents.

### **On-Grounds Housing Access**

- Provided training for non-law enforcement University stakeholders of existing policies for entering on-Grounds student housing to conduct inspections for health and safety-related concerns, especially when a weapon may be involved.
- Increased the emphasis on [University websites](#) concerning firearms and other weapons classified as prohibited by [SEC-030](#) (Regulation of Weapons, Fireworks, Explosives, and Other Prohibited Items) for on-Grounds housing.

### **SafeGrounds Case Management System**

- Added a Policy, Accountability, and Critical Events (PACE) classification to SafeGrounds for incidents involving student misconduct.
- Enhanced SafeGrounds user experience for the purpose of case retrieval, removal, monitoring, and functionality. Changes also improved data and metrics dashboards on reporting.
- Separated TAT cases from other SafeGrounds case classifications to clarify referral dates, distinguish the actions of the TAT from other University staff, and improve data collection accuracy.

### **Communications**

- Designation of a Student Affairs representative to be on point to communicate with and provide assistance to families of students involved in a critical event.
- Development of a Shelter-in-Place support [protocol and website](#) to provide assistance to students during a Shelter-in-Place Order (i.e., a student who needs medication)
- Implemented the UVA Ready mobile safety app to provide students and University employees quick access to [UVA Alerts](#), safety protocols, and other resources. All faculty, staff, and students are automatically enrolled to receive Safety Advisories and UVA Alerts

as part of their onboarding.

- Updated Housing and Residence Life (HRL) website to more clearly identify what items are [prohibited in a University dormitory room](#).

### **Facilities and Community Safety Enhancements**

- New, state-of-the-art public safety building under construction to enhance all facets of the University's Department of Safety and Security, including a dedicated Emergency Operations Center.
- Enhanced safety and security technologies at multiple establishments and locations on and around The Corner.
- Worked with businesses off-Grounds to improve exterior lighting along streets, walkways, parking lots, etc.
- University Police has partnered with Charlottesville Police, Albemarle County Police, and the U.S. Attorney for the Western District of Virginia to participated in the [U.S. Department of Justice's Project Safe Neighborhood program](#).
- Expanded the [UVA Ambassador Program](#) to provide additional presence in key areas of concern and in areas where students reside.

### **Mental Health**

- Added telehealth and in-person staffing for mental health counseling and psychiatric services for students.
- Expanded care manager positions to assist students with navigating community resources.
- Expanded telehealth therapy options, through [Student Health & Wellness](#) and its partnership with [TimelyCare](#), providing UVA students with free counseling, psychiatry, and on-demand mental health support.
- Added a Mental Health Coordinator position within the University's Department of Safety and Security.
- Trained additional University Police personnel in Crisis Intervention Techniques. University Police is actively involved with the Thomas Jefferson Area Crisis Intervention Team.

### **Athletics**

- Hired a clinical psychologist for staff and coaches who work with student-athletes.
- Enhanced security measures, to include adding internal and external security cameras, at the McCue Center and the Hardie Football Operations Center. These same advanced security features will be in place in the Harrison Olympic Sports Center upon its opening in Fall 2025.

### **Legislation**

Supported legislation since 2023 to make possession of a firearm in a college campus building a criminal violation (2025 Virginia General Assembly [SB1182](#) and [HB1876](#)).