

Frontier School Division schools are “safe places where individuals are respected, cared for, and valued”. All students and staff have a right to safety and any behaviour by individuals that threaten this safety will be dealt with seriously.

1. Definition of Threats

A threat is defined as “an expression of intent to do harm or act out violently against someone or something. A threat can be spoken, written, drawn, posted on the internet, or made by gesture”. The *Criminal Code* of Canada, 264.1 (1) states “everyone commits an offence who, in any manner, knowingly utters, conveys or causes any person to receive a threat...to cause death or bodily harm to any person”.

The Manitoba Safe School Charter (Province of Manitoba, S.M. 2004, c. 24) sets guidelines that apply to students and staff regarding threatening behaviour. Behaviours that will not be tolerated in schools and that will be dealt with immediately include but are not limited to the following:

- bullying or abusing physically, sexually, or psychologically; orally or in writing or otherwise,
- discriminating unreasonably on the basis of any characteristic set out in subsection 9(2) of *The Human Rights Code*,
- using, possessing or being under the influence of alcohol or illicit drugs at school,
- gang involvement on school sites,
- possessing a weapon as “weapon” is defined in Section 2 of the *Criminal Code* of Canada,
- inappropriate use of electronic mail, the internet, cell phones and electronic communication devices to deliver/create threats or harm including bomb threats, harassment or bullying,
- verbal/written threats to injure/hurt others or to do harm to themselves, including threats that are gestures, drawings, or writings.

2. Threat Response

a. Fair Notice

This policy serves as fair notice to students that incidents of threats to self-harm or to harm others will be actively investigated by the school/Division. Because of the serious nature of such incidents, the investigation will continue even if the parent/guardian cannot immediately be contacted. Continued effort will be made to contact the parent/guardian.

b. Threat Assessment Team

Each school will establish a Threat Assessment Team. This team is a group of individuals who are directed to respond to all threats. Responsibilities of the Threat Assessment Team are outlined in the regulation. Protocols outlining procedures to respond to threats are included in the Exhibits to this policy.

c. Threat Reporting

Any student or any staff member having knowledge of high risk threat-making behaviour on the part of any individual(s), or having reasonable grounds to believe there is a potential for violent behaviour, shall promptly report the information to the school administration. (The definition of high risk threatening behaviour is included in the attached regulation.)

d. Information

Students, staff, and parents will be provided with information about this policy on an annual basis.

Information: [Criminal Code of Canada, Section 264.1 \(1\), Section 2](#)
[The Safe Schools Charter Manitoba](#)
[The Human Rights Code Manitoba](#)

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1. Threat Assessment Team

Each school will establish a Threat Assessment Team. The composition of the team and its responsibilities follow.

a. Composition

Teams shall be comprised of the following.

i. Team Leaders

School Administration, school counselor (where available), staff members as decided at the school level, local R.C.M.P. or community constable or Band constable.

ii. Additional Support Team Members

Include Division administration, physicians/local health nurse/worker, Child and Family Services, Mental Health Services, Probation Services as needed.

b. Responsibilities

The responsibilities of the Threat Assessment Team follow.

- i. The Threat Assessment Team Leader shall ensure that all students, staff, and parents are aware of the protocol.
- ii. The Threat Assessment Team shall review information and data related to threats.
- iii. The Team, in consultation with Division staff, shall determine what post trauma services are required and if a crisis response team is needed.
- iv. The Team Leader shall be responsible for completing a Threat Assessment Incident Report which shall be kept on file in the school office and copies shall be forwarded to both the Area Superintendent and the Chief Superintendent.
- v. The Team Leader shall ensure that appropriate post-vention/debriefing activities are conducted

2. Threat Categories

The following categories will guide the actions of the Threat Assessment Team Leader and/or Team.

a. Immediate Risk (HIGH)

A high level threat appears to pose an imminent, immediate and serious danger to the safety of others.

When an immediate or high risk is identified, the Principal or designate will contact local police and/or the R.C.M.P. and take steps to ensure safety of all students and staff. The Threat Assessment Team is not immediately activated as the threat must be removed before any follow-up inquiry or recommendations are decided upon.

b. Student Behaviours with a Risk for Violence (MEDIUM)

A medium level threat appears as though it could be carried out, although it may not appear entirely realistic. It is more direct and concrete than a low level threat. Wording suggests the individual has given some thought to how the act will be carried out, including general indication of a place and time. There is no strong indication that the individual has taken preparatory steps. However, there may be some veiled reference or ambiguous or inconclusive evidence.

All behaviour involving possible injury or death, including those actions described above, are to be reported to the Principal or designate, who will then activate the protocol for response from the Threat Assessment Team to assess the behaviour. (See Exhibit C.2.1-EX1)

c. Worrisome Behaviours (LOW)

A low level threat appears as minimal risk to the victim and public safety. The threat appears vague and indirect, information is inconsistent or lacks details, and the content suggests the person is unlikely to carry it out. The majority of risk-behaviours fall into this category.

All worrisome behaviours will be reported to the Threat Assessment Team who will assess the risk and decide necessary follow-up, if any.

3. Monitoring Threats

School Principals or designates shall ensure that threats of any nature are monitored and that proper records are kept on files and reports made appropriately.

The types of threats to be monitored include:

a. Direct

A direct threat identifies a specific act against a specific target and is delivered in a straightforward, clear and explicit manner.

b. Indirect

An indirect threat tends to be vague, unclear and ambiguous. The plan, the intended victim, the motivation, and other aspects are masked or unequivocal.

c. Veiled

A veiled threat strongly implies but does not explicitly threaten violence. Violence is hinted and left for the potential victim to interpret.

d. Conditional

A conditional threat warns that a violent act will happen unless certain demands or terms are met.

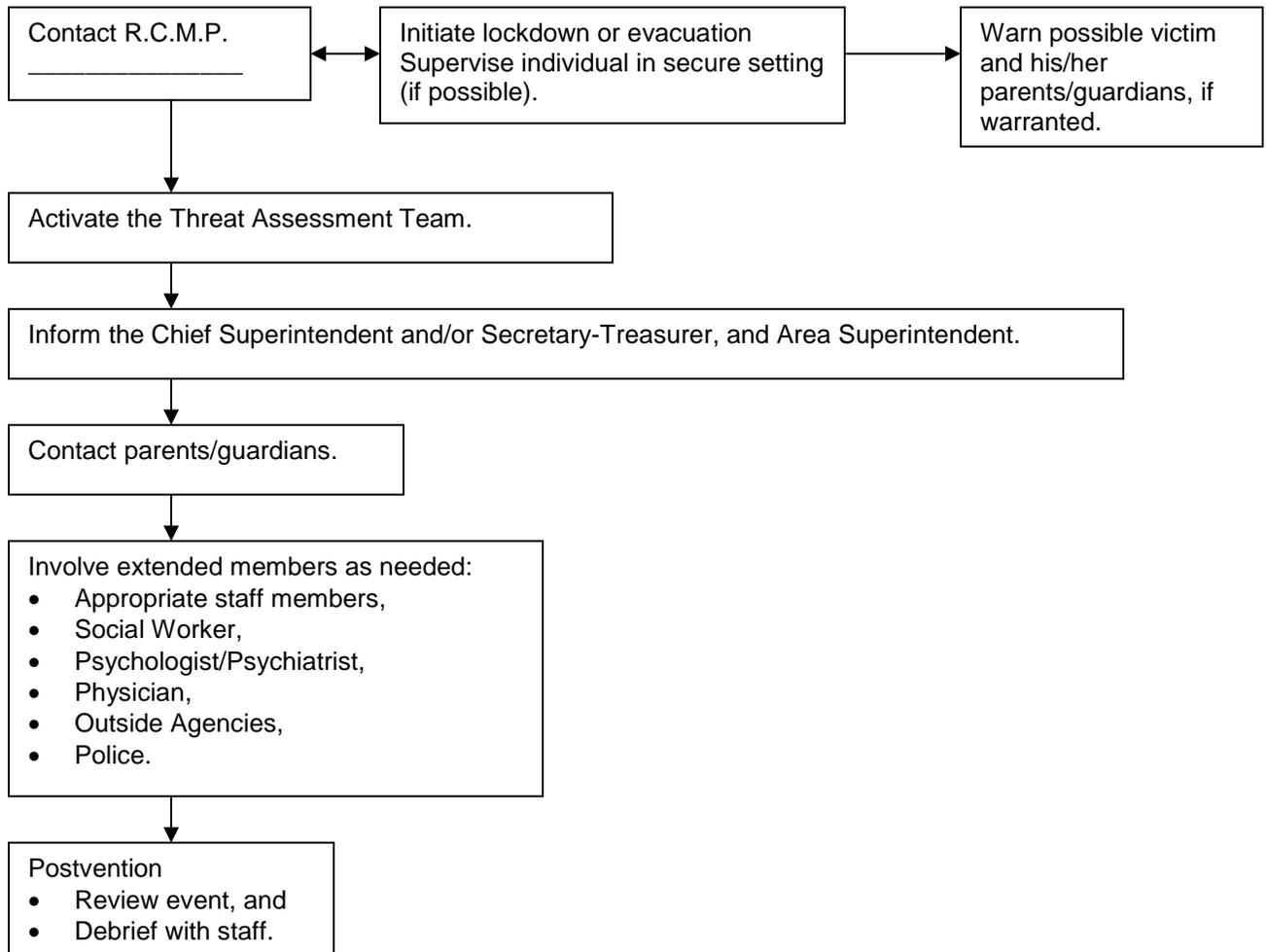
Other factors to consider in monitoring threats include:

- Specific, plausible details are critical in evaluating a threat. Details can indicate that substantial thought, planning and preparation steps have already been taken, suggesting a high risk that the individual will follow through.
- Emotional content can indicate something about the mental state of the individual. However, there is no correlation between emotion intensity and the risk a threat will be carried out.
- Precipitating stressor or indicator may seem insignificant and suggest the threat is unlikely. However, it can be the catalyst when combined with pre-disposed personality factors such as depression or anxiety.

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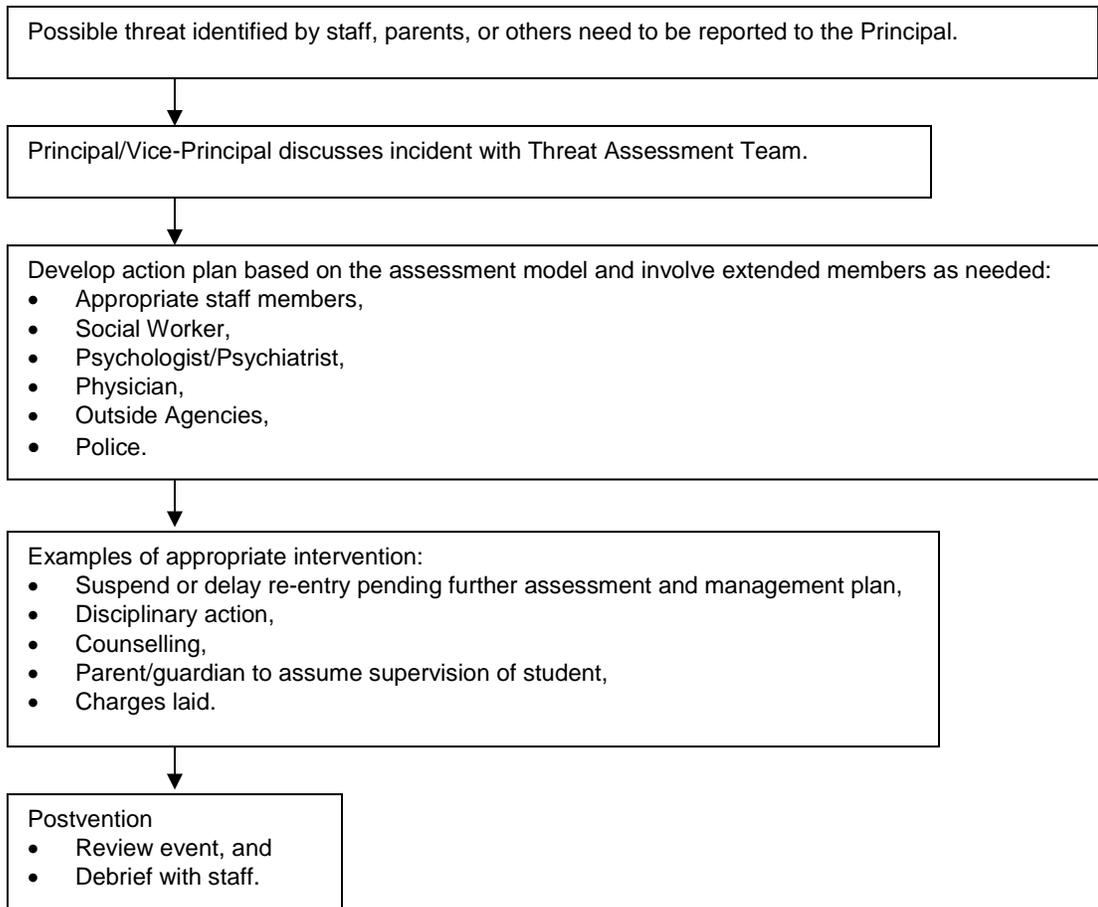
IMMEDIATE RISK (HIGH) PROTOCOL

1. Immediate risk procedures require immediate police intervention.
2. The school Principal or designate shall contact the police (R.C.M.P.) immediately and take steps to ensure the safety of everyone in the school by activating its emergency response plan such as an evacuation or school lockdown.
3. The Principal shall activate the Threat Assessment Team.



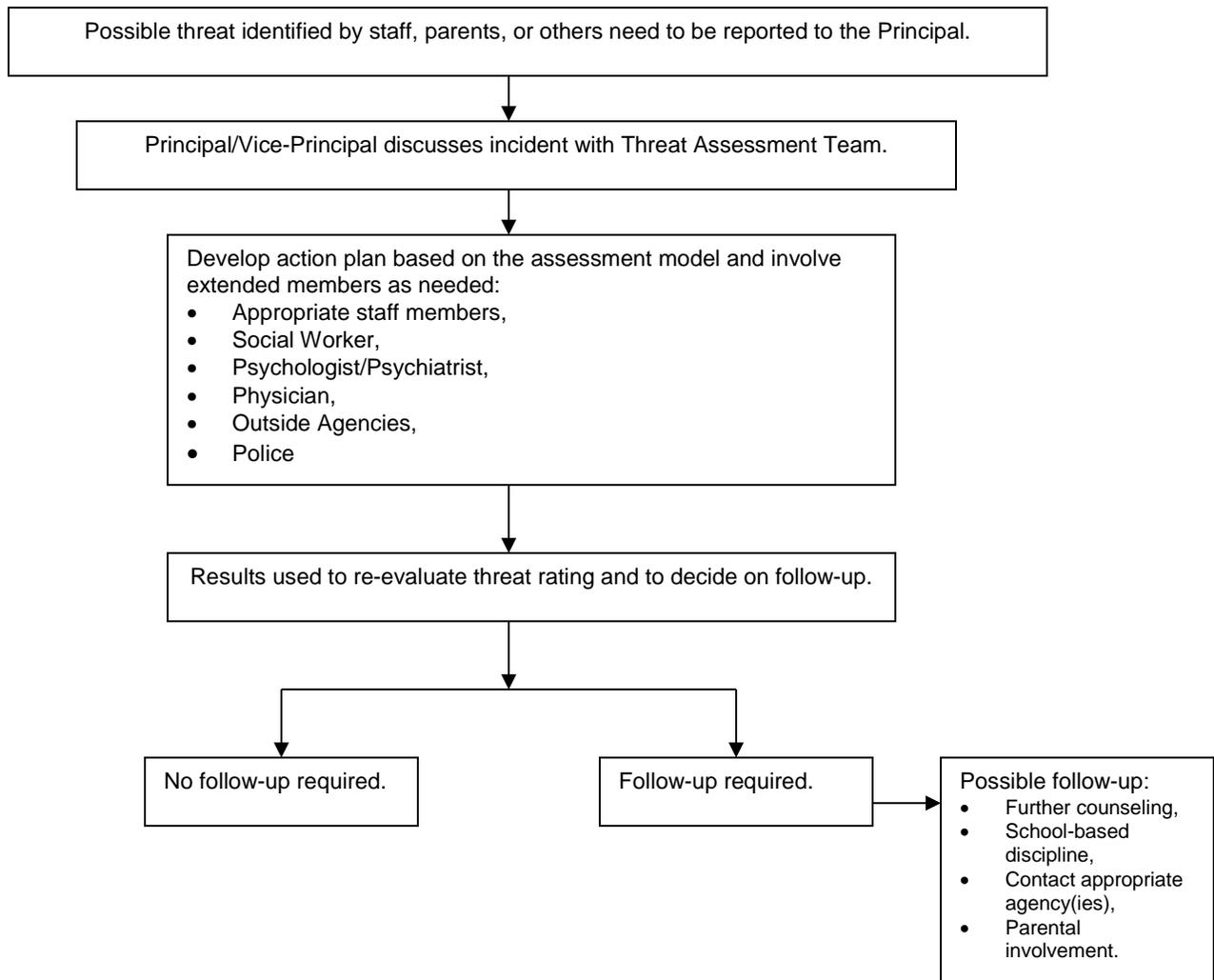
Student Behaviours with a Risk for Violence (MEDIUM) PROTOCOL

1. The Principal shall initiate the protocol for response upon receiving a report of medium-risk behaviour.
2. In cases where a Criminal Code violation has occurred, the R.C.M.P. representative of the Threat Assessment Team will advise as to whether charges should be laid.
3. If charges are not laid, the Threat Assessment Team will conduct a risk assessment and determine follow-up recommendations.
4. The Principal shall notify the parent(s) of the student(s) who is making the threat as soon as possible as well as parents of those students against whom the threat was made.
5. The Threat Assessment Team shall guide the process from initial assessment, to planning interventions to decrease risk, to plans for re-entry to school where a suspension has occurred.
6. The Threat Assessment Team shall review the incident to ensure protocol was followed.



Worrisome Behaviours (LOW) Protocol

1. Everyone has a duty to communicate worrisome behaviours to the Principal.
2. The Principal shall consult with the Threat Assessment Team as to whether the threat assessment needs to be conducted.
3. The R.C.M.P. may be consulted, but a formal complaint is not normally made at this stage.



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