NaBITA THREAT ASSESSMENT TOOL

HARM TO SELF

MENTAL & BEHAVIORAL HEALTH, "THE D-SCALE"

DYSREGULATION/DECOMPENSATION

- Acutely suicidal (thoughts, feelings, expressed intentions and ideations)
- Para-suicidal (extreme self-injurious behavior, eating disorder, personality disorder) at life-threatening levels
- Engaging in risk taking behaviors (e.g. substance abusing)
- Hostile, aggressive, relationally abusive
- Deficient in skills that regulate emotion, cognition, self, behavior and relationships
- Profoundly disturbed, detached view of reality
- Unable to care for themselves (poor self care/ protection/judgment)
- At risk of grievous injury or death without intent to self-harm
- Often seen in psychotic breaks

DISTURBANCE

- Increasingly disruptive or concerning behavior, unusual and/or bizarre acting
- May be destructive, apparently harmful or threatening to others
- Substance misuse and abuse; self-medication; erratic medication compliance

DISTRESS

- Emotionally troubled (e.g. depressed, manic, unstable)
- Individuals impacted by situational stressors and traumatic events that cause disruption or concern
- May be psychiatrically symptomatic if not coping/adapting to stressors/trauma
- Behavior may subside when stressor is removed or trauma is addressed/processed

OVERALL & GENERALIZED RISK RUBRIC

EXTREME

- Dysregulated (way off baseline) or medically disabled
- Threat made or present
- Threat is concrete (specific or direct)
- Likely to be repeated or shared with multiple reporters
- Information about threat or threat itself is consistent, plausible or includes specific detail of a plan (time, place, etc.), often with steps already taken
- Threat may be repeated with consistency
- Content of threat suggests threatener will carry it out (reference to weapons, means, target)

SEVERE

- Disturbed or advancing to dysregulation
- Threat made or present
- Threat is vague, but direct, or specific but indirect
- Likely to be repeated or shared with multiple reporters
- Information about threat or threat itself is consistent, plausible or includes increasing detail of a plan (time, place, etc.)
- Threat likely to be repeated with consistency (may try to convince listener they are serious)

ELEVATED

- Seriously disruptive incident(s)
- Exhibiting clear distress, more likely disturbance
- Threat made or present
- Threat is vague and indirect, but may be repeated or shared with multiple reporters
- Information about threat or threat itself is inconsistent, implausible or lacks detail
- Threat lacks realism, or is repeated with variations
- Content of threat suggests threatener is unlikely to carry it out

MODERATE

- More involved or repeated disruption. Behavior more concerning.
- Likely distressed or low-level disturbance
- Possible threat made or perceived
- Threat is vague and indirect
- Information about threat or threat itself is inconsistent, implausible or lacks detail
- Threat lacks realism
- Content of threat suggests threatener is unlikely to carry it out

MILD

- Disruptive or concerning behavior
- May or may not show signs of distress
- No threat made or present

HARM TO OTHERS

NINE LEVELS OF HOSTILITY AND VIOLENCE

9 PLUNGING TOGETHER INTO THE ABYSS

Description: The individual is focused and fixated on destroying the target with no regard for his or her own safety. As long as the opponent is dragged into the abyss as well, even self-destruction is a triumph. This is described as a lose-lose attack where intent of the threatener is to destroy the target and him or herself.

8 FRAGMENTATION OF THE ENEMY

Description: The individual is ready to destroy the enemy target. The attack may be physical, material, psychological and/or spiritual. There is a desire to tear down the core of the system so it can no longer be rebuilt. There remains some desire for self-preservation during the attack. This is described as a win-lose attack where the individual keeps his or her own life and destroys the target.

7 LIMITED DESTRUCTIVE BLOWS

Description: Threats are implemented. There is a high level of objectification and depersonalization toward the target. Deceit and lies are championed and used to cause harm to the other party. Damage, while occurring, is limited. Often seen in the form of the acts of an accomplice, the pulled punch, or in the acts of the criminal mastermind who orchestrates harm to others but is not the direct instrument of its delivery.

6 STRATEGIES OF THREAT

Description: The individual begins to make ultimatums and threats that contain a "do this or else" quality. Might be mere saber rattling, but the individual will attempt to infuse his or her threat with credibility. There are threats of punishment in order to get one's way. Conflict is escalating and may soon turn violent.

5 LOSS OF FACE

Description: The individual creates an outcast of his target and goes on the offense in order to unmask the target in the community as a fraud. In an often public effort at undermining, the target is treated as inhuman and past events are viewed with a new, negative perspective.

4 IMAGES AND COALITIONS

Description: The individual has an image of the target and strives to enlist supporters to the cause, often within the peer, social or work group of the target. The individual only sees what confirms existing beliefs that reinforce a villainized target who now has accusations hurled against him or her. Physical confrontation and conflict enter the mix, no longer just verbal in arguments.

3 ACTIONS NOT WORDS

Description: There is a fundamental lack of trust and increased suspicion of others. The individual assumes negative intentions from others and debate is deadlocked. There is movement toward non-verbal behaviors to express frustration rather than engaging in conversation.

2 DEBATE AND CONTENTIOUS ARGUMENTS

Description: The individual further filters out any conflicting information and adopts polarizing points of view with others. There is a level of aggression threaded throughout all of the interactions and a sliding into extreme positions. There may be some lingering desire to convince others to his or her point of view, but being right supersedes the facts. Differences become polarizing.

1 HARDENING

Description: The individual begins to selectively attend to his or her environment, filtering out material or information that doesn't line up with his or her beliefs. Stances begin to harden and crystalize. There is some oscillation between cooperative and competitive.

TRAJECTORY? BASELINE TRAJECTORY?

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INTERVENTION TOOLS TO ADDRESS RISK AS CLASSIFIED

EXTREME RISK

- Possible confrontation by reporter
- Parental/guardian notification obligatory unless contraindicated
- Evaluate emergency notification to others
- No behavioral contracts
- Interim suspension or paid/unpaid leave if applicable
- Possible liaison with local police to compare red flags
- Too serious for mandated assessment
- Evaluate for medical/psychological transport
- Evaluate for custodial hold
- Initiate voluntary/involuntary medical withdrawal
- Law enforcement response
- Consider eligibility for involuntary commitment

SEVERE RISK

- Possible confrontation by reporter
- Parental/guardian notification obligatory unless contraindicated
- Evaluate emergency notification to others (FERPA/HIPAA/Clery)
- No behavioral contracts
- Recommend interim suspension or paid/unpaid leave
- Possible liaison with local police to compare red flags
- Deploy mandated assessment
- Evaluate for medical/psychological transport
- Evaluate for custodial hold
- Consider voluntary/involuntary medical withdrawal
- Direct threat eligible
- Law enforcement response
- Consider eligibility for involuntary commitment
- Recommend using SIVRA-35 or other violence risk measure

ELEVATED RISK

- Meeting/mandated referral by reporter
- Evaluate parental/guardian notification
- Obtain and assess medical/educational and other records
- Consider interim suspension if applicable
- Evaluate for disability services and/or medical referral
- Consider referral or mandated assessment
- Recommend using SIVRA-35 or other violence risk measure

MODERATE RISK

- Meeting/soft referral by reporter
- Behavioral contract or treatment plan with student (if at all, only for low-level concerns)
- Student conduct or HR response
- Evaluate for disability services and/or medical referral
- Conflict management, mediation (not if physical/violent), problem-solving

MILD RISK

- Meeting/soft referral by reporter
- Behavioral contract or treatment plan with student or employee (if at all, only for low-level concerns)
- Student conduct or HR response
- Evaluate for disability services and/or medical referral
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