

Guidelines for TAM Activities

Potential TAM Activities

The following outline of potential TAM activities is intended to provide insight into some of the options that may, among other strategies, be utilized by the TAM Team when it is assessing and managing potential threats. It is not intended to be and should not be construed as an all-inclusive or exclusive list, a mandatory procedure, or a "checklist." The TAM Team will assess and manage each situation in accordance with its best judgment and other applicable Middlebury policies, and any of the potential activities listed below may or may not be engaged in, depending on the circumstances of a particular situation.

- The Middlebury College Department of Public Safety, Middlebury Institute Campus Security and/or other law enforcement agencies will usually coordinate all action in cases of a violent incident or imminent threat of violence on campus.
- Once information of concern is received by the TAM Team, the information will be evaluated and, if appropriate, representatives from the TAM Team will be convened (based on the program and persons involved and team member availability).
- The TAM Team, or the Team's Chair(s) or designee, will first determine whether there is an imminent threat of harm or other emergency situation that requires immediate intervention. If so, the TAM Team, Chair(s) or designee may notify law enforcement, seek the assistance of Public Safety or Campus Security, seek emergency medical assistance, or take other appropriate measures to address the imminent threat or situation. If not, the Team or some portion of the Team will usually conduct an initial screening to determine whether a full inquiry is warranted.
- If the TAM Team determines that there does not appear to be an emergency or imminent threat of harm, but that a full inquiry is warranted, the TAM team will conduct a full inquiry to determine whether the person or situation of concern may pose a threat of violence or other harm. As part of its inquiry, the TAM Team may obtain information from multiple sources including, but not limited to, faculty, staff, students, family members, or others who may have relevant knowledge or information. Community members are encouraged to cooperate fully with and provide information to the TAM Team.
- The TAM Team will evaluate the information obtained in the course of the inquiry to determine whether the person or situation in question appears to pose a threat of violence or other harm.

- If the TAM Team determines that the person or situation poses a threat of violence or other harm, it usually will then develop, implement, monitor, and document a management plan designed to intervene and reduce the risk of harm that may be posed by the individual. The management plan may include, but is not limited to, the following (as circumstances and resources may dictate): family/parental notification; law enforcement intervention; disciplinary review and action; a behavioral contract, voluntary referral for mental health evaluation or treatment; mandated psychological assessment or other medical treatment; voluntary or involuntary withdrawal or suspension from Middlebury; expulsion or dismissal of a person of concern; modification of the environment or other reasonable accommodations to mitigate risk; collaboration with the identified alleged target(s) to decrease vulnerability; engaging with the person of concern to de-escalate the situation; and ongoing monitoring.
- If the TAM Team determines that the person of concern does not pose a threat, the Team may take no action or may opt to monitor the person or situation for a period of time and re-evaluate the case, as necessary.
- Cases handled by the TAM Team will generally remain open until it appears that a management plan is no longer necessary.
- The TAM Team will participate in periodic training and conduct periodic assessments of outcomes of its management plans and actions taken.