



Annual Violence Threat Risk Assessment (VTRA) Report

Tuesday, September 30, 2025

Annual Overview:

Steering Committee Meetings:

- The committee meets once per semester, at minimum.
- The committee met on September 23, 2024, October 29, 2024, February 26, 2025, and June 26, 2025.

Steering Committee Updates:

A great deal of work to further the VTRA program and educate our community was completed this past year. There was a 3-hour facilitated debrief in November 2024 to review the first detailed Assessment of Risk to Others (ARTO) that was undertaken in September. There were approximately 18 participants that engaged in focused discussion resulting in several recommendations to further assist with the implementation of the VTRA model.

As a result of this debrief and subsequent recommendations, a detailed ARTO Operational Guide was developed. This Guide includes clearly laid out steps and organized information for each step of the process so that the College Assessment Team (CAT) can work within this Operational Guide when conducting an ARTO in future. This Guide also includes templates to assist in the process ensuring consistent and accurate information about the process for those involved. Finally, this Guide includes Terms of Reference for the CAT to ensure roles and responsibilities are clearly articulated and understood.

The Steering Committee has also supported further implementation of the VTRA model by finalizing the Fair Notice document informing the college community that we utilize this model. To further highlight this information, a new section of the Campus Safety Services external webpage was developed that is specific to VTRA. This section highlights the college's commitment to safety and includes a copy of the Fair Notice document and the VTRA Procedure for all community members to view.

The Conflict Resolution and Investigations (CRI) team hired a co-op student during the summer 2025 semester who was also able to assist in promoting the VTRA model to our community by working with colleagues to develop a detailed VTRA communications plan. This plan includes social media posts, and both student and staff facing articles, with a focus to educate our community on what is Worrisome Behavior, what is VTRA, and how to report concerns.

Finally, there were no revisions made to the current VTRA procedure, however the Steering Committee's Terms of Reference was updated to better define its role and to ensure its membership reflected a multi-disciplinary team.

Training and Education:

In October 2024 and April 2025, in-house trainers April Nietzschmann and Greg Taylor facilitated Level 1 training internally, increasing the number of Level 1 trained college employees by 40 from last year.

As of August 31, 2025, the number of employees trained in VTRA are as follows:

- Level 1 – 150 employees
- Level 2 – 56 employees
- Traumatic Event Systems – 70 employees

Definitions:

Individual of Concern (IOC): The individual who is exhibiting ‘worrisome behaviour’ or that has been identified as the threat-maker.

Gender: Refers to either an individual’s gender expression or their gender identity including being male, female, non-binary, or trans (non-exhaustive).

Community Status: Refers to the individual’s known affiliation(s) to Georgian College. E.g. Student, employee, contractor, visitor, and/or guest.

Target: The individual to whom an IOC has expressed a threat to harm.

Domestic Student: A Georgian College student who is either a Canadian citizen, a permanent resident of Canada, or an Indigenous person who has traditional territory that crosses the Canada-US border.

International Student: A Georgian College student who holds non-Canadian citizenship with permanent residency.

Violence Threat Risk Assessment (VTRA): The comprehensive model developed by the Centre for Trauma Informed Practices (CTIP) which combines the practices associated with targeted violence assessment (“threat assessment”) and general violence risk assessment (“risk assessment” conducted largely in clinical settings) to generate an Assessment of Risk to Others (ARTO) and intervention plan to prevent and/or mitigate harm.

Worrisome Behaviour: Behaviours that cause concern for Georgian College and/or other communities that the IOC is part of because they may be indicators that the individual is moving towards a risk of engaging in serious violent behaviour(s). Such behaviours are often under-reported and under-responded to because they are not by definition a ‘threat’ and/or seen to be a breach of laws, codes of conduct or Georgian College’s community values.

Assessment of Risk to Others: Refers to the assessment process carried out by the College Assessment Team (CAT) to generate a Risk Level recommendation and intervention plan. This process is guided by the Georgian College VTRA Procedure and related VTRA Protocol Guide.

College Assessment Team (CAT): The College Assessment Team (CAT) is a multi-disciplinary group from across the college who are trained in Violence Threat Risk Assessment (VTRA) and work collaboratively evaluating threats and potential threats to determine the level of risk posed and the potential strategies to mitigate that risk.

Categories of Activation: (The Georgian College VTRA Procedure has been activated:)

Screening: All cases will start with an ARTO screening step. Those that do not result in the activation of Stage One or Two are categorized as ‘Screening’ for the purpose of this report. Cases that do not go beyond the Screening phase are generally cases for which the CAT has no (or no longer) concerns that violence is a contributing factor to an IOC’s behaviour, thus meriting non-ARTO referrals, support and case management.

Stage One - ARTO: The initial stage of case management activities undertaken by the CAT. This includes collecting data, assessing the data, deploying immediate risk-reduction supports and services, providing recommendations on risk level or referral to Stage 2 assessment, and a tailored intervention plan.

Stage Two - ARTO: The second stage of case management activities undertaken by the CAT and additional protocol partners or consultants where deeper data collection and assessment is warranted to generate a recommendation on risk level and a tailored intervention plan.

Georgian College Resident: A student occupying a Georgian College affiliated residence suite/room.

Off-Campus Resident: A student housed independently, including in a private student residence suite/room or a student living in a home or dwelling within a geographical community, whether or not there is a Georgian College campus present.

Conspiracy of Two or More: Understood by the CAT to be a key hypothesis and risk enhancing factor for an IOC because there is data evidence that they are consciously/unconsciously being influenced by at least one other person, negatively adding to the IOC’s justification process to engage in violence towards threatened target(s).

Fluidity: Understood by the CAT to be a key hypothesis and risk enhancing factor for an IOC because there is data evidence that the IOC’s cycling through both homicidal and suicidal ideation and potentially exhibiting dangerous impulsivity.

Intervention Planning:

Who did we coordinate with to provide necessary supports and why?

- Internal:
 - Counselling, Accessibility Advising, Indigenous Services, for individualized support of IOC/Targets
 - Manager/Director of Mental Health and Wellbeing, for escalated concerns and coordinated mental health supports
 - Dean of Students – for identification of resources as college systems in a state of change
 - Legal, Student Success units, VP's offices, ACP, IT, Library, CICE, CLC, Registrar's Office, Athletics Management, International dept, Peer Mentoring/First Year Experience and Deans/Associate Deans – for data collection, to receive feedback on participation in ARTO process, for dispensing of advice/clarification on ARTO process/VTRA principles as institutional instructor
- External:
 - Outside community mental health and legal supports for IOC
 - Counselling Family Transition Place and OPP for Target
 - Property Management Companies for sites where students resided – data collection
 - Indigenous Services (Gov of CA)
 - CTIP – Case Consultations and process development – for both case specific assessment practice advice and team management advice
 - IOC's former Schoolboard members e.g. former Vice Principal, Counselor - for data collection
- What was required to inform a wrap-around/intervention and care plan?
 - In one case student was suspended for 1 year, wrap around supports to be explored upon return.
 - CRI personnel met with academic leadership to establish necessary coaching for both student and faculty regarding sharing and responding to feedback.
 - IOC's former Schoolboard members for informing Care & Intervention Planning
 - Indigenous Services (Gov of CA) for informing Care & Intervention Planning
 - CTIP - general insights/advice
 - VTRA Peer Network – general insights/advice

Limitations & Gaps Identified:

Currently we do not have a signed Community Protocol with our external partners. We have drafted the Protocol, and some of our partner organizations continue to work to obtain buy-in from their senior level management after some recent turnover, including the Simcoe County District School Board and the Simcoe Muskoka Catholic District School Board. It will be important for the Steering Committee to maintain support with the college's senior leaders for this important step, so that we are able to act

quickly when a signing ceremony becomes possible with these partners. The key to an effective VTRA model is to allow for the sharing of information across organizations to obtain a more detailed picture of an individual of concern with the goal of mitigating risk and designing an effective wrap around support structure for them.

The College also currently only has one qualified trainer for Level 1 VTRA after the retirement of Greg Taylor in June 2025. To maintain this program at the college, at least two to three more trainers are required so that institutional knowledge of the VTRA Model can be maintained through ongoing internally available Level 1 training. Currently, there are no planned upcoming CTIP train the trainer sessions in Ontario. The Steering Committee continues to follow up regularly with CTIP to secure an opportunity for additional staff to participate in the train the trainer sessions.

Future Considerations:

The internal goal for the coming year is to continue to utilize and fine tune the ARTO Operational Guide and implement the communications plan. Strategically we need to continue to influence the adoption and signing of the Community Protocol with our community partners, in particular continuing to seek opportunities to educate and seek support from our police service partners on the VTRA model. Finally, ongoing open communication with CTIP regarding the need for a local train the trainer session as an important cornerstone to sustaining the VTRA model in our region and communities.

For additional information, please contact:

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