



Georgian College – Fair Notice Violence Threat Risk Assessment Protocol

Last updated/approved: February 26, 2025

Georgian College of Applied Arts and Technology, “Georgian College,” is committed to providing and maintaining a safe learning and working environment that is free from violence, and threats of violence and ensuring the well-being of all members of the Georgian College community, including visitors.

To honour this commitment, Georgian College will respond to all student, employee, visitor and contractor behaviours that pose a potential risk to campus members and the community by utilizing the Violence Threat Risk Assessment (VTRA) model as developed by the [Centre for Trauma Informed Practices](#). This threat/risk assessment model is designed to be proactive in assessing risk and developing intervention plans that address the emotional and physical safety of those involved.

A threat/risk assessment will be initiated by Georgian College where behaviours have been identified that include threats or perceived threats of violence.

As required, Georgian College will engage in the process set out in the Georgian College VTRA Procedure (CSS-159) to ensure a full understanding of the context and the level of the threat/risk, better understand the factors that contribute to the threat maker’s behaviours, and to plan a supportive response for all those involved. Full cooperation by any Georgian College community member (student, employee, visitor or contractor) is expected when required to engage in the threat/risk assessment process, in harmony with other Georgian College policies (e.g., [Employee Code of Conduct](#), [Student Code of Conduct](#)).

All personal information shared throughout the threat/risk assessment process will respect the individual’s rights to privacy and the safety of our community and aligns with the Freedom of Information and Protection of Privacy Act (FIPPA) as well as the recommendations provided by the Information and Privacy Commissioner of Ontario. Intervention plans will be developed and possibly shared with family members, community agencies and college members as required to maintain a safe community for all.

A handwritten signature in black ink, appearing to read "Suzie Addison-Toor".

Suzie Addison-Toor
Vice President, Student Success

A handwritten signature in black ink, appearing to read "David Johnson".

David Johnson
Vice President, Finance and Corporate Services