

Craig is a first-year student with a long list of incident reports that have occurred in the library, classroom, common areas, and residence halls. He has poor midterm progress reports and has struggled to turn in his written assignments on time, as he often gets into long and drawn-out arguments with his professors about the paper's content. He upset some Jewish students by defending Kanye West's opinions and suggesting that anyone who "speaks the truth" gets canceled. He has had five separate disruptive conduct matters, two of which were handled by residential life (one around an open flame violation with a candle and the other around a noise complaint).

The last conduct meeting involved him making threats against a student group in the common area who had set up a table to discuss the international student organization. His disruption centered on telling all the students from other countries that they are not welcome here and should "return to their own shit-hole countries."

The latest conduct meeting involved the conduct officer and the dean of students. The dean told him that he was dangerously close to being suspended and he may be asked to leave campus. Craig told her they could not make him leave "if they wanted to." The dean explained they would have him escorted off campus by the police. Craig sent the dean an email after the meeting that read as follows.

*Shame. Just Shame on you for threatening me. You think you are just? You think you are following your previous due process and code? Do you think your code of conduct means anything to me? Do you think your rights are going to free you from the responsibility of some maniac showing up and shooting the campus up? Because I promise you, he will not be yelling about the right of due process, he will be yelling ALLAHU AKBAR right before he walks past your secretary, points the barrel of his gun between your eyes, and shoots you in the face.*

*I will PROMISE you this. If you think having police officer escort me from campus and search my belongings will make any difference in stopping that maniac from shooting you, you have another thing coming. Hell, you can always search every student on campus, and even that will not prevent it. The only thing you will want in that moment is a firearm, or someone else with a firearm.*



### Questions to Consider

1. How does your team handle progressive discipline conduct cases that intersect with the BIT, CARE, or threat team?
2. How would law enforcement be involved in a case like this? What kind of information would be helpful to know?
3. Are there any protective steps you would take for the dean of students, given the nature of the threat? What would these be?
4. Would you notify Craig's parents in this case? If you were to do that, how would you approach this? Would you consider an interim suspension?

### Details available upon questioning

- Craig had several similar threatening charges during his time in high school. These incidents were similarly spread out across several different issues (arguments with female students and the LGBTQ club).
- He has several guns off campus at his parents' house, which is about an hour from the campus. He has an older brother who lives at home and his mother is very active in the local church. Craig isn't religious.
- Craig has a roommate on campus who reports Craig is always playing video games like Call of Duty and yelling at others in the in-game chat. The roommates don't talk about much and aren't really friends.
- Craig has not had a girlfriend on campus, and he talks about this being a frustration, though he quickly clarifies it isn't his fault. He has said, "It's these girls here, all stuck up and wouldn't know what to do with a real man if they had one."
- Craig plays intermural soccer on Wednesday nights with some friends who live on campus.