

## **Perspectives on a cross-border workplace threat assessment case: Legal and behavioural dimensions**

*Roland Bertens, Bram van der Meer*

During this full-day workshop, we propose to collaboratively explore and discuss a real-life case study with participants. Together, we will delve into the psychological aspects, behavioral threat assessment, and risk management involved, while also addressing relevant legal considerations, boundaries, and restrictions that come into play when advising on such cases.

The case centers on a large North American corporation with a branch in a European country. The trainers will not only present the specifics of the case but will also highlight the social and cultural differences between North America and Europe. These differences—such as contrasting perceptions of violence, risk, and employer responsibility—can create friction between European employees and American leadership.

In this scenario, the company is confronted with increasingly alarming behavior from one of its senior employees. The case is considered highly sensitive, and once threat assessment specialists become involved, concerns emerge at multiple levels within the organization—ranging from fears for personal safety to worries about the company's reputation.

Initially, HR describes the behavior as something that warrants vigilance, though not yet a credible threat to the company or its staff. However, over time, the employee's actions become more erratic, evolving into a serious concern for the company's executives. The situation also has a significant emotional and performance-related impact on other employees.

In this workshop, participants take on the role of threat assessment professionals tasked with advising on a complex case. They will be required to assess potential risks and develop informed strategies for managing the situation. The company's executives also expect the participants to maintain close communication with the American headquarters and to share personal data about the person of concern, along with other sensitive information related to the case and ongoing investigation.

As part of the workshop, participants will be asked to formulate a strategic action plan and provide recommendations on how to proceed—both effectively and within the bounds of the law.

This case study will examine not only the behavioral dimensions of threat assessment but also the legal implications of advising in such contexts. When operating in a European jurisdiction, regulations such as the General Data Protection Regulation (GDPR) apply. This means that when sharing or receiving sensitive information about individuals involved in the investigation, key legal principles—such as lawful data processing, purpose limitation, and data minimisation—must be carefully considered.

These legal elements will be addressed in a practical manner, rather than purely theoretical. The trainers will share their expertise and offer guidance on how to navigate workplace violence cases within the European legal framework.

### **Bio Roland**

Roland Bertens is an attorney-at-law at the law offices of Van Benthem & Keulen in Utrecht, The Netherlands. He also works one day a week as an assistant professor at the University Medical Center in Utrecht. In his legal practice, he advises governmental bodies but also the healthcare and education sectors. Increasingly, professionals and organizations in these sectors are confronted with individuals showing erratic behavior (excessive use of legal procedures, exorbitant and intimidating communication and correspondence). In such cases, not just prudent legal strategy is necessary, but also questions of privacy and data-sharing take center stage. As such, Roland has extensive experience in dealing with such complex cases.

Outside of his advisory work as a lawyer, Roland is also a frequent litigator in the Dutch courts. This helps him understand how judges view cases such as these and how they apply the law to them.

### **Bio Bram**

Bram van der Meer is an investigative psychologist and threat assessment expert. He is the owner of DANTES ([www.dantespsychology.com](http://www.dantespsychology.com)), a threat management company, based in The Hague, The Netherlands. Prior to his work at DANTES, Bram was a clinical psychologist at a forensic mental health clinic and then worked for more than ten years as a behavioural adviser and offender profiler at the Netherlands National Police.

Bram gained extensive case and training experience in both the private and public sectors and in higher education. He is a guest lecturer in interview technique and integrity evaluation at the Frankfurt School of Finance and Management, and at the Netherlands Police Academy he teaches threat assessment.

Bram is a member of the editorial board of the Journal of Threat Assessment and Management accredited by the American Psychological Association. He is the former president and current vice-president of the Swiss-based Association of European Threat Assessment Professionals

Bram is involved in scientific research projects on anonymous threats and workplace violence. He has published in several scientific journals and textbooks.