



Department of Public Safety
Ensuring your peace of mind in
a safe and secure environment.

THREAT ASSESSMENT THREAT TRIAGE DOCUMENTATION

UPON RECEIVING A REPORT OR INFORMATION RELATING TO A THREAT OR POTENTIAL THREAT OF WORKPLACE VIOLENCE, THE RESPONDING OFFICER **MUST** GATHER AS MUCH INFORMATION AS POSSIBLE TO REASONABLY TRIAGE THE THREAT AND COMPLETE THIS FORM. THE OFFICER WILL THEN PROVIDE THE T3 GROUP WITH ALL RELEVANT KNOWN INFORMATION AND VOTE ON REFERRAL TO THE THREAT ASSESSMENT TEAM (TAT). A T3 EVALUATION **MUST** BE COMPLETED WITHIN **4 HOURS** OF THE INITIAL REPORT. IF ANY MEMBER OF THE T3 VOTES YES TO REFER THE CASE TO THE TAT, PUBLIC SAFETY COMMAND STAFF MUST BE NOTIFIED IMMEDIATELY. THE T3 MUST REACH AN EVALUATION WITHIN **12 HOURS** OR DOCUMENT A DEFINED EVALUATION PERIOD EXTENSION

GENERAL INFORMATION & ACTIVATION TIMES

REPORT DATE 03/10/2026 REPORT TIME 1115 CAD / CASE # 26-6808

SUBJECT NAME Tarek Salaway SUBJECT DOB 12/03/1969

THREAT INFORMATION

Summary of Threat and/or Potential Threat:

On 03/10/2026 at around 1115 hours, OHSU Employee, Tionna FOLGIO-REED confided, "vented", in a co-worker friend [REDACTED] and her [REDACTED] about a comment made by Tarek SALAWAY while acting in her capacity as an executive assistant.

FOLGIO-REED reported SALAWAY was venting and frustrated with his direct reports, one being LIPPINCOTT LIPPINCOTT. She said SALAWAY was frustrated by the fact that LIPPINCOTT was "leaving landmines" on her departure and had "30 people swirling". He said LIPPINCOTT made a comment about another one of SALAWAY's direct reports. FOLGIO-REED said he then took a deep breath and said, "I cut her off at the neck" and followed it with a gesture of his hand cutting across his neck.

Folgio-Reed expressed the comment and gesture were just SALAWAY venting and in frustration. She perceived it as harmless and that SALAWAY is physically harmless. FOLGIO-REED said she confided in [REDACTED] and [REDACTED] she did not present it as a threat and was just venting herself due to "drama" in the workplace.

SUBJECT INFO – PLEASE EXPLAIN ALL YES ANSWER

***Complete the WAVR-21 Short Form below, ensure all appropriate documentation including CAD entries or incidents, summary of criminal history, protection orders, police reports both internal to DPS and external to DPS if available are in the RMS.

"VIOLENCE RISK" - WAVR-21 Short Form is to be used as a tool to gather information in regards to a threat of violence in the workplace and is the creation of Stephen G. White, Ph.D. and J. Reid Meloy, Ph.D.

		Present? (Circle One)	Recent Changes***
V	VIOLENCE PREOCCUPATION: Reveals violent ideas, fantasies; identification with violent perpetrators; sees violence as justified.	Yes / No / Unk	
I	INTENT AND THREATS: Expressed intention, threats, motives or plans to harm others or self (spoken, written, electronic, gestures, symbols).	Yes / No / Unk	
O	OTHERS ARE CONCERNED: Concern or fear exists among potential targets or those who know the subject that he or she may act violently.	Yes / No / Unk	
L	LOSSES RECENT OR IMPEDING: Recent or likely job or other significant loss: relationship, financial, status, family or significant other death; strong denial or poor coping with losses.	Yes / No / Unk	
E	ENTITLEMENT AND NEGATIVE ATTITUDE: Very self-centered, defensive or demanding; lacks any concern for and/or blames others; habitually lying; perceives management or other's position as "great unjust us" to self.	Yes / No / Unk	
N	NONCOMPLIANT OR MENACING BEHAVIORS: Stalking, harassing, bullying, vindictive actions; security breaches; defiance of workplace rules.	Yes / No / Unk	
C	CAPACITY AND ACTIONS PREPARATORY FOR VIOLENCE: First interest in or additional acquisition of weapons in troubled context; increased practice or planning behaviors; weapon at worksite; has or seeks access to targets.	Yes / No / Unk	
E	EXTREME MOODS: Angry outbursts; very gloomy or agitated; extreme or sudden mood swings; suicide feelings; notable isolation.	Yes / No / Unk	

R	REAL PROVOCATIONS OR DESTABILIZERS: Situational factors, such as other in or out of the workplace are provoking or supporting subject's volatility; highly stressful workplace; insufficient management attention to risk potential.	Yes / No / Unk	
I	IRRATIONAL THINKING: Bizarre or highly suspicious beliefs, especially if they include violent ideas or fears of violence; makes highly irrational accusations, especially toward management or coworkers.	Yes / No / Unk	
S	SUBSTANCE ABUSE: Use of amphetamines or other stimulants; abuse of alcohol; evidence of misconduct or violence while under the influence.	Yes / No / Unk	
K	KNOWN HISTORY OF VIOLENCE, CRIMINALITY OR CONFLICT: Violent history, especially if recent or frequent, including domestic/intimate partner violence; pattern of litigiousness or persistent conflict, especially in work context.	Yes / No / Unk	

- Has the subject made any threats of violence? (Yes / No) _____
- Does the subject have a relevant criminal history? (Yes / No) _____
- Has there been physical violence in the subjects past? (Yes / No / Unknown)
 - If yes, please describe, including dates if known and if the physical violence has increased in severity or frequency over the past year. _____
- Does the subject have a history of altered mental status or psychiatric illness? (Yes / No / Unknown)
 - If yes, please describe or provide diagnosis if known: _____
- Does the subject have access to firearms or weapons? (Yes / No / Unknown) If yes, indicate kinds, types and how many. : _____

Immediate Safety Steps - At minimum, responding officer should consider safety planning and assistance to the reporting party to ensure they feel safe while the case is assessed.

T3 VOTE AND NOTIFICATION REQUIREMENT

VOTE YES TO REFER THE CASE TO THE TAT IF YOU DETERMINE THE SUBJECT OF THE REPORT IS A CREDIBLE THREAT OF VIOLENCE.

(PLEASE CIRCLE ONE)

DPS MEMBER / OFFICER: Jennifer Sullivan Date: 03/11/2026 Time: 0951

REFERRAL VOTE: YES / NO

DPS RANKING MEMBER: Sam Habibi Date: 03/11/2026 Time: 0951

REFERRAL VOTE: YES / NO

AOD or TAT MEMBER
(NON-DPS MEMBER): Greg Moawad Date: 03/11/2026 Time: 0951

REFERRAL VOTE: YES / NO

IF ANY MEMBER OF THE T3 HAS VOTED "YES" TO REFER THE CASE TO THE TAT, THE MEMBER / OFFICER MUST NOTIFY ON CALL COMMAND STAFF TO EVALUATE AND HOW AND WHEN TO ACTIVATE THE FULL THREAT ASSESSMENT TEAM.

NAME OF WHO WAS NOTIFIED: _____ **NOTIFICATION TIME:** _____ **HOURS.**

Jennifer Sullivan
SIGNATURE OF PERSON COMPLETING DOCUMENT

03/11/2026 0955
DATE TIME