Workplace Violence & Active Assailant Readiness:
Leading From the Front Before a Tragedy Strikes

Presented by Jason Perry
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“By Failing to Prepare, You Are Preparing to Fail”

Benjamin Franklin
Today’s Goals

▸ Understand the importance of Expertise *and* Emotional Intelligence when training this topic

▸ Learn the components of a Workplace Violence Readiness Program that your organization should have in place

▸ Be able to articulate why a program needs to include Prevention, Preparation, and Response

▸ Have some actionable skills that you can apply immediately in your workplace and life
Is Your Organization Prepared?
Jason Perry

- Over 26 years of experience in National Defense, Law Enforcement, Private Security, Corporate Security and Training
- Founder and CEO of Trident Shield
- Navy SEAL - 16 years
  - Iraq, Kosovo, Colombia, Indonesia
- Boston Police/SWAT Officer
- Executive Protection Specialist
Emotional Intelligence

“Yes, I think I have good people skills. What kind of idiot question is that?”
Defining the Risk

Here’s the PROBLEM...
Active Assailant Definition

A person or persons actively engaged in killing or attempting to kill people in a populated area by acts of either random or systematic violence.
Where do these attacks occur?

Quick Look: 250 Active Shooter Incidents in the United States From 2000 to 2017

Location Categories

- **EDUCATION**: 20.8% (52)
  - Schools (Pre-K to 12), 14.3% (37)
  - Institutions of Higher Education, 6% (15)

- **COMMERCIAL**: 42% (105)
  - Businesses, Open to pedestrian traffic, 26% (65)
  - Malls, 4% (10)
  - Businesses, Closed to pedestrian traffic, 12% (30)

- **OPEN SPACE**: 14% (35)

- **GOVERNMENT**: 10% (25)
  - Other Government Properties, 7.2% (18)
  - Military, 2.8% (7)

- **RESIDENCES**: 4.8% (12)

- **HEALTH CARE FACILITIES**: 4% (10)

- **HOUSES OF WORSHIP**: 4% (10)

- **OTHER LOCATION**: 0.4% (1)

Resource: FBI
Who Commits These Attacks?

Based on your location, profile of potential assailant will change:

- Businesses closed to the public
  - 7 incidents 2014-2017; 3 current employees, 4 former employees

- Schools (Elementary – Higher Education)
  - 13 incidents 2014-2017; 7 current students, 4 former students, 2 unrelated adult

- Public Environments (businesses and common areas)
  - 44 incidents 2014-2017; 4 current employees, 40 unrelated
You Understand the Problem…Now What?

THE LOOK I GIVE

WHEN I'M COMPLETELY OVERWHELMED
Workplace Violence Readiness Program
...what is it?

- Culture of Safety supported from the Top
- Policies
- Reporting Mechanisms
- Emergency Operation Plan
- Training (must be sustainable)
- Annual Review
Policies

- Organization must have clearly-defined policies
- Should be reviewed by insurance and legal teams
- All persons must be aware of them
- Must be reinforced

- Hiring & Firing
- Weapons
- Domestic Violence
- Workplace Violence
- Training
- Reporting
Training

- Training is essential piece of Workplace Violence Prevention Program

- Should cover **Prevention, Preparation, & Response**
  - Leadership and Relevant Personnel should also train on Recovery

- Empowerment vs. Fear

- Should include education and evaluation

- Annual Sustainment
  - Online vs. In-Person
Is Your Company Required to Have Training?

- Having a Workplace Violence Program or Active Assailant Training is not yet mandated

- **However**, it has been successfully argued in court that the company was negligent following an Active Assailant event
Is Your Company Required to Have Training?

- Argued under OSHA’s General Duty Clause 5(a)(1)
- This case and others set legal precedent for all companies

“Failing to include **language in their policies** along with **training for their employees** that **mitigates** workplace violence and trains employees **how to survive** a critical incident

– Minneapolis, MN 2013
Applying Training *without* Disrupting Operations

- Training Evaluation rather than Active Rehearsal/Drill
- Tests learning retention
- Ensures training is properly applied to your building
- Short 1:1 sessions minimize impact on employee time and business operation
- No false alarms or injuries
Applying Training **without** Disrupting Operations

Identify your primary, secondary, and tertiary evacuation routes.

Describe two “red flag” behavioral changes that would indicate a potential for violence.

Identify your primary and secondary offsite rally points.

Identify one or two secondary barricade rooms, and describe the method of barricade.
Don’t Let a Subpar Training Program Fool You

Training MUST provide step-by-step education on how to perform each component
Active Assailant Response

- Prepare
- Escape
- Hide
- Defend
Prepare…

…Before an attack begins
Situational Awareness

Situational awareness is being aware of what is occurring in the near and distant environment around you, as well as relevant current events on the local, national, and global scale.
Who’s in *YOUR* Backyard?

**Offense Against Child**
- Offender Home
- Offender Other

**Rape**
- Offender Home
- Offender Other

**Sexual Battery**
- Offender Home
- Offender Other

**Other Offense**
- Offender Home
- Offender Other

*Familywatchdog.us*
“It Couldn’t Be Prevented”

- Time and again, there were opportunities to stop an attack before it ever started.
- There is a “Path of Violence” usually traveled by offenders.
- Progress down path can be tracked through Behavior Spectrum:
  - Mild
  - Moderate
  - Elevated
  - Severe
  - Extreme
Indicators of Potential Violence

**MILD**
- Increase in absenteeism
- Depression and withdrawal
- Notable decrease in attention to appearance
- Talks about problems at home
- No actual threat made

**MODERATE**
- Unstable emotional responses
- Disruptive or concerning behavior
- Increased use of alcohol/drugs
- Overreaction to changes in policies
- Vague or indirect threat made

**ELEVATED**
- Increase in comments about weapons
- Behavior suspect of paranoia
- Repeated violations of policies
- Escalation of domestic problems
- Vague or indirect threat repeated

**SEVERE**
- Hostile, aggressive, or abusive behavior
- Talks of previous violent events
- Increased severe mood swings
- Empathy with violent individuals
- Seriously disruptive incident(s)
- Threat made with consistency, plausible detail

**EXTREME**
- Explosive outburst of anger without provocation
- Suicidal comments about “putting things in order”
- Behavior may appear detached
- Specific reference to weapons, means, and/or target
- Threat is repeated or shared with multiple people
- Threat made is specific or direct
Indicators of Potential Violence - Mild

- Increase in absenteeism
- Depression and withdrawal
- Notable decrease in attention to appearance
- Talks about problems at home

No actual threat made
Indicators of Potential Violence - Moderate

- Unstable emotional responses
- Disruptive/Concerning behavior
- Increased use of alcohol/drugs
- Overreaction to changes in policies

Vague or indirect threat made
Indicators of Potential Violence - Elevated

- Increase in comments about weapons
- Behavior suspect of paranoia
- Repeated violations of policies
- Escalation of domestic problems
- Vague or indirect threat repeated
Indicators of Potential Violence - Severe

- Hostile, aggressive, or abusive behavior
- Talks of previous violent events
- Increased severe mood swings
- Empathy with violent individuals
- Seriously disruptive incident(s)

Threat made with consistency, plausible detail
Indicators of Potential Violence - Extreme

- Explosive outburst of anger without provocation
- Suicidal comments/ “Putting things in order”
- Behavior may appear detached
- Specific reference to weapons, means, and/or target
- Threat is repeated or shared with others
Prepare…

…After an attack begins
Active Assailant Response

- Prepare
- Escape
- Hide
- Defend
Active Assailant Response

- Prepare
- Escape
- Hide
- Defend
Barricading

- Door Direction
- Door and wall composition
- Non-Compressible rigid items
- Escape out windows
Lessons Learned: Barricading Worked

Virginia Tech  Sandy Hook  MSD High School
Active Assailant Response

- Prepare
- Escape
- Hide
- Defend
Disabling Firearms
Pistols
Rifles
Ambush Tactics
Lessons Learned: Successful Defense

Paris Train Attack

Indiana School

Waffle House
If you think it's expensive to hire a professional to do the job, wait until you hire an amateur.

Red Adair
In Conclusion

- All organizations should have a comprehensive Workplace Violence Prevention Program
- Program includes Culture of Safety, Policies, Reporting Mechanisms, Emergency Operation Plan, Sustainable Training, and Annual Review
- Training needs to be on how to Prepare, Prevent, and Respond
- Find a training that is based on empowerment rather than fear
Contact Trident Shield

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