



Workplace Violence



PARTNERS IN WORKPLACE SAFETY

Scope

- Workplace Violence?
 - “Violence, usually in the form of physical abuse or threat, that creates a risk to the health and safety of an employee or multiple employees.”
(Wikipedia)



This is a very BROAD category!!



Types

- Type I
 - Stranger on Stranger
 - Deadly Weapon Usually Involved
 - 24% of Events (*2nd Least*)
 - 85% of Workplace Homicides (*Most*)



- September 11, 2001
- New York, NY
- Terrorist Attack
- 2,996 Killed



EXAMPLES: *Robbery, Drug Related, Terrorism*



Types

- Type II
 - Customer, Client, or Patient
 - 44% of Events (*Most*)
 - 3% of Workplace Homicides (*Least*)



- June 26, 2014
- Caruthersville, MO
- Water Service Disconnected
- Stabbed Worker 13 Times




EXAMPLE: *Service Disconnections*





Types

- Type III
 - Employee on Employee (Past or Present)
 - May be More Spontaneous
 - Most Difficult to Defend
 - 30% of Events
 - 7% of Workplace Homicides



- August 20, 1986
- Edmond, OK
- Edmond Post Office
- Anticipated Termination
- Killed 14 + Self, Wounded 7

EXAMPLES: Heated Arguments, Disgruntled Revenge

Types

- Type IV
 - Offender is Friend/Spouse
 - Driven By Revenge or Jealousy
 - Usually Isolated Targets
 - 2% of Events (*Least*)
 - 5% of Workplace Homicides



- October 21, 2012
- Brookfield, WI
- Azana Salon
- Husband Suspected Cheating
- Killed Wife + 2 + Himself

EXAMPLE: Suspected Affairs




Types

- What are the 4 types?



Type I

Violence in Connection to robbery and other criminal acts



Type II

Customer/client/patient-related violence



Type III

Violence between Co-workers



Type IV

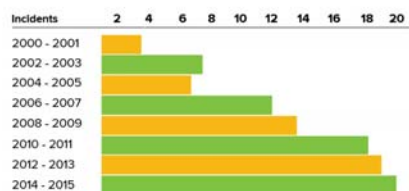
Domestic Violence spilling over to the workplace




Stats




- 2 Million Reported Incidents
- 450+ Workplace Homicides
- Leading Occupational Death for Females

AVERAGE # OF ACTIVE SHOOTER INCIDENTS IN TWO-YEAR PERIOD



| Period | Average # of Active Shooter Incidents |
|-------------|---------------------------------------|
| 2000 - 2001 | 3 |
| 2002 - 2003 | 7 |
| 2004 - 2005 | 8 |
| 2006 - 2007 | 12 |
| 2008 - 2009 | 14 |
| 2010 - 2011 | 16 |
| 2012 - 2013 | 17 |
| 2014 - 2015 | 18 |

SOURCE: FBI

Stats

- Less than 1% of shooters flee!
- Shooters often disregard own life.
 - 40% end in suicide!



- September 28, 2012
- Minneapolis, MN
- Hartford Distributors
- Truck Driver Facing Discharge
- Shot 8 + Himself



WHAT'S THE POINT? Prevention is the key!!!



Company Prevention

- Written Policy
- Badging System
- Onsite Security
- Security Audits
- Prevention Training
- Mock Drills
- Reporting Hotline
- Employee Assistance Program (EAP)



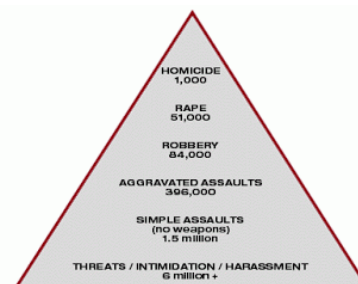
Company Prevention

Rick Rescorla
 VP of Security
 Dean Witter
 WTC (22 Floors)



Employee Prevention

- Look for Early Indicators (“Action Points”)
 - Poor Hygiene
 - Withdrawal
 - Absenteeism
 - Mood Swings
 - Substance Abuse
 - Threats (*Revenge, Suicide*)
 - Harassment or Intimidation
 - Violent Outbursts



Employee Prevention

- Immediately Report all “Action Point” Events



Don't wait until the “Flash Point” occurs!!!



Employee Response

- Think Through Your Response(s)
 - When should you **RUN**?
 - Where would you **HIDE**?
 - When should you **FIGHT**?



Employee Response



Employee Response

- **RUN**
 - Leave Belongings (*& Others if Necessary*)
 - What direction are others running?
 - Farther is Better!
 - Call 911 in Safe Area
 - Stay on Hold
 - More Detail is Better



Employee Response

- **HIDE**

- Avoid Open Areas
- Lock & Barricade Doors
- Lights Out!
- Prepare to Fight
- Stay Low & Quite (*Silence Phone*)



Employee Response

- **FIGHT**

- Plan if Possible
 - Close to Entrance
 - Possibly Low
- Involve Others
- Use Available Objects
 - Extinguisher, Pen, Etc.
- Be Committed to Act



Police Response

- Keep Hands Visible
- Don't Grab Officers
- Try to Remain Calm
- Medical Treatment will Follow
 - Stop Bleeding!



Closing

ANY
QUESTIONS
?