WORK PLACE VIOLENCE
1. Define Workplace Violence and Explain  
   4 Categories of Workplace Violence

2. List Risk Factors for Potential Violence in the Workplace

3. Employer/Employee Responsibilities

4. Emergency Planning

5. Emergency Services Response
What is Work Place Violence?

Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs in the workplace.
Types of Violence

Type 1
Violent acts by criminals who have no other connection with the workplace, but enter to commit robbery or another crime.

Type 2
Violence directed at employees by customers, clients, patients, students or any others for whom an organization provides services.
Types of Violence

Type 3
Violence against coworkers, supervisors or managers by a present or former employee.

Type 4
Violence committed in the workplace by someone who doesn’t work there, but has a personal relationship with an employee, typically an abusive spouse or domestic partner.
Internal Violence Risk Factors

1. Restructuring of an organization (e.g. layoffs)

2. Ignoring warning signs from certain individuals who have a gripe with co-worker or management

3. Allowing an ongoing feud b/w co-worker to go unaddressed by management

4. Chronic verbal abuse by a supervisor towards workers

5. Denial on the part of management regarding employee tension towards one party
External Violence Risk Factors

1. Working alone or in small numbers
2. Working late night/early morning
3. Contact with the public
4. Providing services to the public
5. An employee dealing with a domestic violence and/or stalking situation
Active Shooter Statistics

2014 & 2015 Active Shooter Incidents

*FBI defines **ACTIVE SHOOTER** as one or more individuals actively engaged in killing or attempting to kill people in a populated area.

- **Implicit in this definition**: Shooters use of a **FIREARM**
- **“Active”** implies that both law enforcement personnel and citizens have the potential to affect the outcome of the event based upon their response to the situation
Video: Surviving An Active Shooter

LA County Sheriff Department

Active Shooter Statistics

2014 & 2015 Active Shooter Incidents

* 40 Incidents in 26 States
  **20** in 2014 & **20** in 2015
* 231 Casualties: 92 Killed & 139 Wounded
* 6 Incidents Ended with Citizens Acting to End Threat
* 42 Shooters: 39 Males & 3 Females
* 16 Shooters Committed Suicide
* 14 Shooters were Killed by Law Enforcement
* 12 Shooters were Apprehended
Video: Active Shooter Emergency Action Plan

U.S. Department of Homeland Security

https://www.dhs.gov/active-shooter-emergency-action-plan-video
Purpose of Emergency Planning

* Plan the Coordinated Response

* Mobilized Response to Emergencies

* Recovery Processes

* Restoration of Normal Operations
Emergency Planning

* Departmental Level
  - Employee Communication
  - Emergency Plans (e.g. Fire Drill, & Active Shooter)

* Company Policy
  - Creating Emergency Action Plans (EAP)
  - Responsibility for Keeping Plans Updated & Staff Training
  - Business Continuity Plan - Long Term Operations
* Perform Threat & Vulnerability Analysis
* Command Control & Communication
* Access Control
* Equipment Needs
* Equipment Testing
* Public Education & Awareness Training
* Government & Industry Resources
* Media Relations
* Legal Issues
* Documentation: Plan & Procedures
Emergency Priorities

* Life Safety

* Incident Stabilization

* Property
* You will see a variety of different uniforms during an active shooter situation. Often times agencies have mutual aid with multiple agencies.

* Do **NOT** expect law enforcement to assist you as you are getting out
  - **Primary Job**: locate the shooter and neutralize the threat
  - Medical assistance will follow once the threat is neutralized

* Law enforcement must assume everyone is a threat to their safety.

* When law enforcement officers enter the room, do not present a threat to them.

* Do **NOT** have anything in your hands, officers are taught that “HANDS KILL”.

Law Enforcement Response
Active Shooter

* Be **PREPARED** if law enforcement …..

- Points a weapon in your direction
- Searches your person
- Applies handcuffs

* Do **NOT** …

- Point at law enforcement or the shooter
- Make quick movements
- Run towards law enforcement or attempt to hug them
- Scream or yell
Law Enforcement Response
Active Shooter

* Do…

- Raise your arms
- Spread your fingers
- Show hands as you drop to the floor
- Spread arms and legs

**NO TWO SITUATIONS ARE ALIKE**
Law Enforcement Response
Active Shooter

* Never assume someone else is going to call 911

* Keep trying to call until you can get through

* Prepare to quickly, calmly and accurately provide the following information when you call 911:

- Name of shooter(s) (if known)
- Number of shooter(s)
- Description of shooter(s)
- Location of shooter(s)
- Number and types of weapon(s)
Questions
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