


Workplace Violence Prevention: Coming to a Road Near You!

Presented by: Jesus M. Villahermosa, Jr.


Crisis Reality Training, Inc.




**Workplace Violence Prevention:
Coming to a Road Near You?**

**CRISIS
REALITY
TRAINING**

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The opinions and views expressed in this course are solely those of Crisis Reality Training, Inc. and its owner. Crisis situations in and of themselves can be very volatile and dynamic. Every individual can and will make different choices depending on the situation and their training. The information presented today is given in the context of options employees may take during a given situation. It should not be construed as, nor is it meant to mandate, exact responses to exact situations. This company and its owner and agents accepts no responsibility for the choices individual employees may make during a crisis situation.




Today's Overview

- ◆ Brief overview of the FBI's Active Shooter Report
- ◆ L.E.A.S.T.
 - Lockdown, Evacuation And Survival Tactics
- ◆ Myths of Duck of Cover

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The following characteristics of the 160 active shooter incidents identified between 2000 and 2013 are noted:


- ◆ **160** incidents occurred between 2000 and 2013
- ◆ An average of **11.4** - incidents occurred annually, with an increasing trend from 2000 to 2013.
- ◆ **1,043** Casualties, including killed and wounded (shooters were not included in this total)
- ◆ **486** were killed in 160 incidents
- ◆ **557** were wounded* in 160 incidents.

FBI: A Study of Active Shooter Incidents in the United States Between 2000 and 2013



Mass Shooting Tracker – 2016

- ◆ Mass shooting defined: 4 people killed or injured by gun
- ◆ In 2015, 372 Mass Shootings in the US
- ◆ In 2015, 475 killed, 1870 injured in US
- ◆ In 2016, 106 shootings thus far in US
- ◆ 1 in 6 Mass Killings stemmed from issues at home




Most Common Motivator for A WPV Killings


- ◆ **Termination**
–60% of the 224 fatal attacks in 30 years
- ◆ **On-the-job argument/fight/disagreement**
- ◆ **Become violent after or during a disciplinary action**


◆ USA Today 07/15/2004

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- ◆ Lockdown
- ◆ Evacuation
- ◆ And
- ◆ Survival
- ◆ Tactics





The Power of Your Voice!


- ◆ Rarely talked about during training for staff
- ◆ Be ready to report even if the person is a friend/co-worker (Pro-active)
- ◆ Use your voice as an alarm to others
 - Be loud and clear with your warning
 - Don't just scream to scream
- ◆ Lone Star college/Dylan Quick slashing
 - Others were alerted to the danger
 - Sheepdogs moved in!



Reality Check: Speaking


- ◆ Capable of Involving Speech
- ◆ Used in Paducah, Kentucky by a student
- ◆ Used in Moses Lake, WA by a teacher
- ◆ If the shooter is talking and not shooting you are having a good day!
- ◆ Know when to talk and when not to

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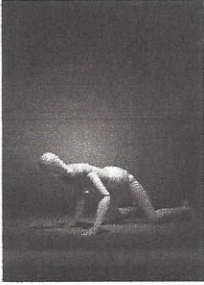
Reality Check: Running


- ◆ Moving quickly on foot/vehicle!
- ◆ Has been used in almost every Active Killer situation by victims
- ◆ Typically used by those nearest the shooter
- ◆ Don't run in a straight line! (Phoebe☺)
 - Bullets travel in a straight line
- ◆ Warn others of the impending danger
 - Columbine/NIU/VT
 - Aurora, CO. Theatre
 - The power of the Voice!
- ◆ Call 911 when able to do so



Reality Check: Crawling

- ◆ Using your hands and knees, while on the ground, to move in a certain direction
- ◆ Used by numerous students in the NIU shooting
- ◆ Keeps you low allowing the use of cover as you move
- ◆ Greater chance that the shooter will miss
 - Angle shooting
 - Use obstacles





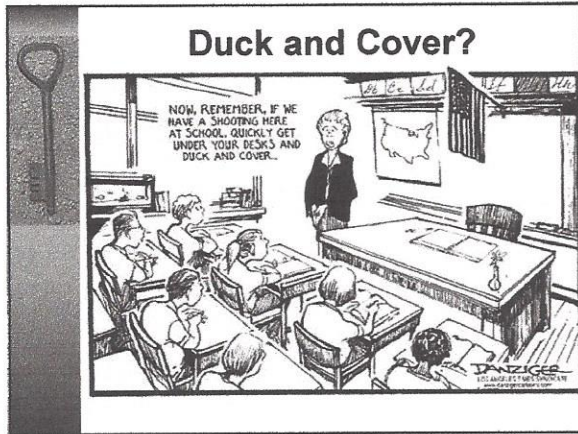
Reality Check: Hiding


- ◆ The activity of keeping something secret
 - If the shooter sees you hiding it's not a secret!
- ◆ Works better if the bad guy doesn't see you as you are hiding☺
 - SuccessTech Academy Shooting/Ohio
- ◆ Remember that hiding doesn't mean bulletproof
 - Cover vs. Concealment
- ◆ If you choose this option you have to be quiet

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Duck and Cover?

- ◆ Taught in the 50's for earthquakes and the Atomic bomb
- ◆ Common denominator in death in shooting rampages
- ◆ People that duck and cover near the shooter are at greater risk of dying
 - Where did most of the victims get killed in the Columbine and V.T. massacres?





Duck and Cover?




- ◆ People that run stand a greater chance of getting away from the shooter!

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Reality Check: Playing Dead

- ◆ Appearing to not be alive
- ◆ The most famous story of this technique working was Craig Scott in the library at Columbine High School
- ◆ Female student, Emily Haas in V.T. shooting
- ◆ No guarantee it will work
- ◆ Tough to play dead during a crisis situation
 - Breathing
 - Startle reflex
 - Cho came back into classrooms and shot victims again!



Fighting

- ◆ Any contest or struggle
- ◆ Can be used at any time during an Active Killer event
- ◆ Remember that any two or more people, with the same intent to live, can overpower a suspect if they work together
 - Even better if it's a larger group!
 - The suspect isn't expecting anyone to fight him so you have the element of surprise
- ◆ CHOOSE TO LIVE! It's the L.E.A.S.T. you can do!



Security Begins With You!

- ◆ All of the best mechanical/electronic security in the world means nothing if employees are not vigilante and aware
- ◆ Make safety awareness a partnership with your employer
- ◆ The most aware employee will not report if they don't have a supervisor or administration that believes in workplace safety
- ◆ Invest into your own safety and be aware of your workplace environment especially when you're driving
