

Workplace Violence Prevention & Surviving the Active Killer Event in an Office or On the Road



Presented By

Jesus M. Villahermosa, Jr.

Crisis Reality Training, Inc.

P.O. Box 64381

University Place, WA 98464

(253) 381-0505

jesus@crisisrealitytraining.com

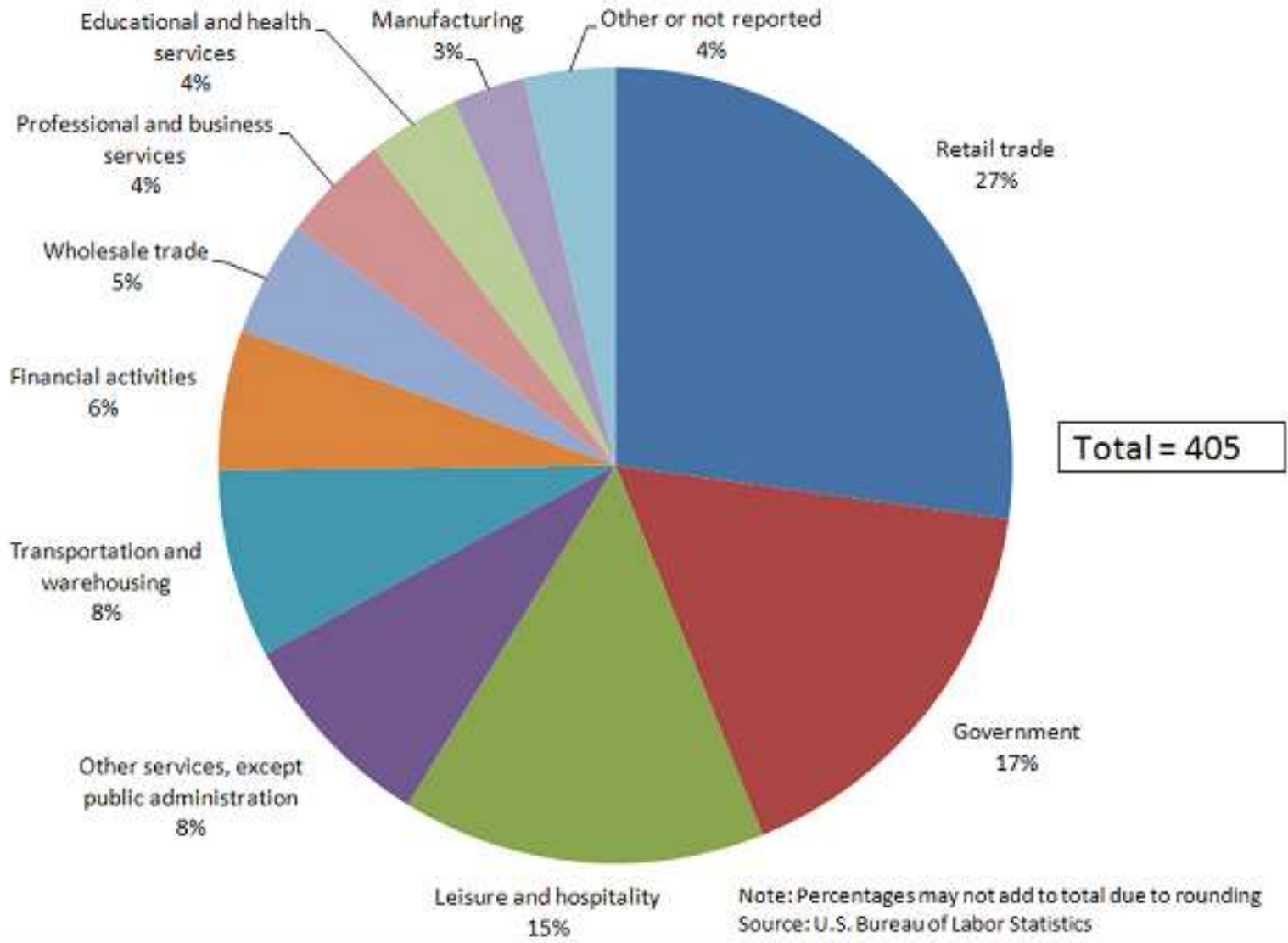
www.crisisrealitytraining.com




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.



Workplace homicides due to shootings, by industry, 2010



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**



- ◆ **L**ockdown
- ◆ **E**vacuation
- ◆ **A**nd
- ◆ **S**urvival
- ◆ **T**actics



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



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
 - If in a vehicle, get out of the danger zone!
- ◆ 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

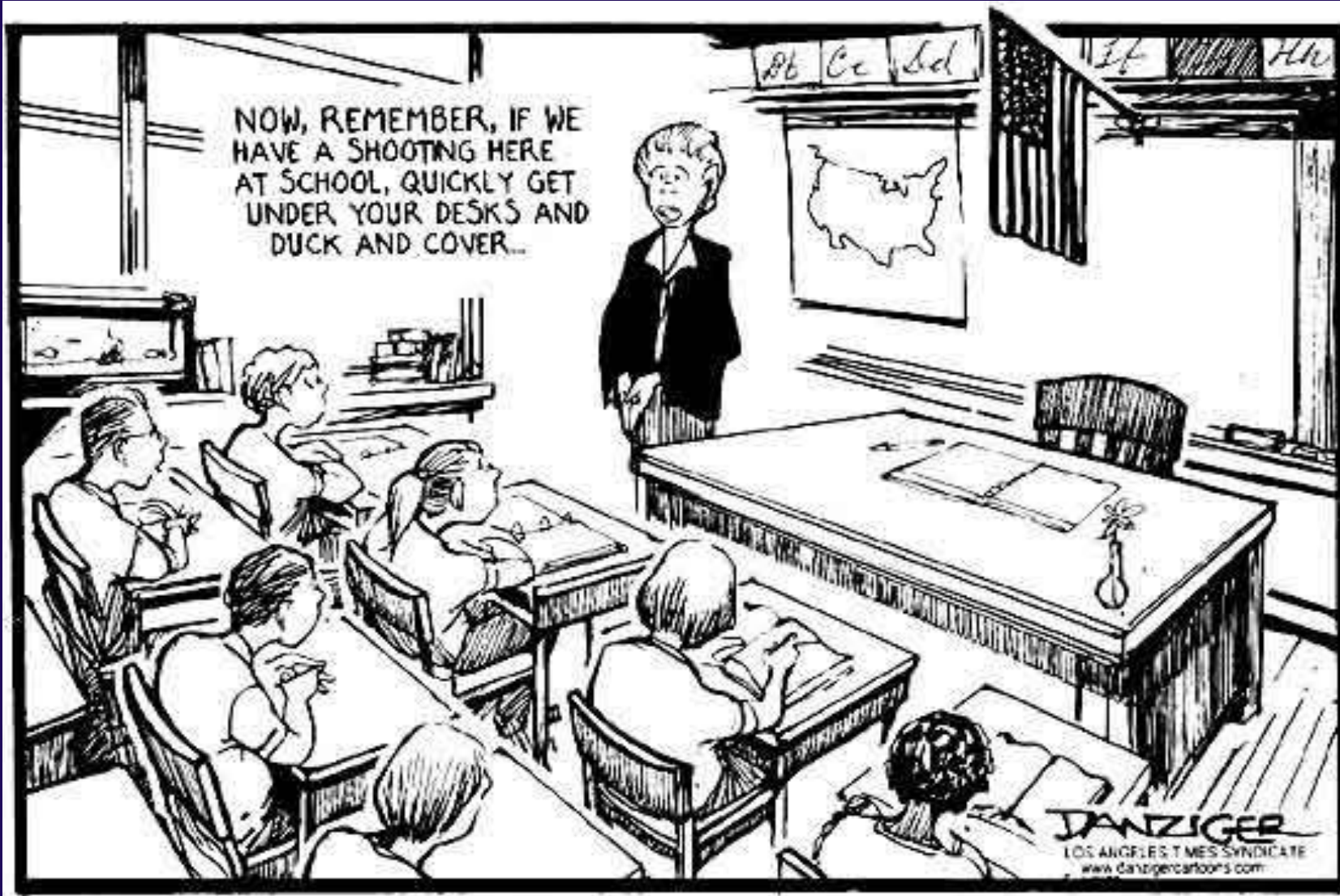


Reality Check: Hiding

- ◆ 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



Duck and Cover?



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!

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 vigilant 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

